

ANNUAL REPORT

of the

Congregational Education Society



For the year ending

OCTOBER 31, 1926

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Congregational Education Society

November 3, 1926

This report covers the activities of the year, October 1, 1925 to October 1, 1926.

THE work of the Education Society is that of leadership in Christian Education. Its secretaries are constantly collecting data with reference to the best materials and methods in this field, consulting with state, association, and local church leaders and helping them to develop effective policies and plans for educational work. They are also called upon for a large amount of individual work, giving advice through correspondence and personal interviews on specific problems. The aim of all our work is to arouse interest and develop in our churches a comprehensive program of religious education. This service is of fundamental importance, underlying the success of all our churches and of our missionary enterprises.

The work is carried on through various departments, some of the prominent features of which are as follows:

GENERAL ADMINISTRATION.

HERBERT W. GATES,
General Secretary

ROBERT W. GAMMON,
Associate Secretary

During the last two years the General Secretary has carried the work of the Department of Missionary Education in addition to those of general administration, for

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reasons of economy. This pressure has recently been relieved by the appointment of Mr. Lobingier as Secretary of Missionary Education.

The accounting system of the Society has been re-organized and a set of books opened which give accurate information concerning the finances of the organization.

Frequent meetings of the Promotional Council and committees in connection with the progress of the merger have occupied a large amount of time. Important conferences with leaders of other denominations with reference to the growing volume of cooperative work form another large item in the duties of this office.

The correspondence on topics of a wide range in the field of religious education is steadily growing, as are the requests for addresses, personal interviews, and consultation with local groups. It is an encouraging sign of the increasing interest in the educational work of the church that all our secretaries find themselves with far more such requests than they can possibly meet. State conferences and association meetings are giving larger place on their programs to this phase of religious work.

The need of someone with authority to represent the Society and its work in the Middle West has been increasingly evident. It was also apparent that Dr. Gammon, who has served the Society as Field Secretary in Illinois and adjoining states, was being invited by his associates and leaders in the churches to visit points outside of his own territory for counsel and help. The need and the man met one another, and the Directors, early last Spring appointed Dr. Gammon as Associate Secretary, with headquarters in Chicago. While the work of Dr. Gammon's immediate district has been too important and his leadership there too effective for him to be entirely freed from this prior claim, this appointment has given him greater freedom to serve the interests of the Society and the churches in other states.

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MISSIONARY EDUCATION. REV. JOHN L. LOBINGIER, *Secretary*

This Department was created in 1916 as a result of action by the National Council upon recommendation of the Commission on Missions, after a careful study of the whole subject. It was felt that the importance of this branch of educational work was so important as to call for a special department with a full time secretary and, moreover, that this Department should be related to the organization responsible for the whole program of religious education.

The growth of the work has justified this action. It has featured missionary education in the Sunday school and has developed the plan known as "World Service Schools." Two thousand schools are enrolled for this work, each having a specially appointed correspondent, whose name and address are registered with the department, and to whom are regularly sent the materials and programs provided by the various boards. In addition to these, a large amount of information is furnished to these leaders regarding the best methods, new plans of work, missionary reading, and any other data that will aid them in developing a thorough program of mission study and service as an integral part of the school work.

The demand for graded material has steadily increased and we now have about 2,500 Primary and Junior leaders registered with the Department.

The Department has recently issued a pamphlet "Teaching Stewardship," supplementing the material published by the Commission on Missions and designed to help leaders to introduce this important principle of Christian living into their program of training.

The *Here and There Stories*, originally started by the Woman's Board of Missions has been published by this Department for several years with a steadily growing list of subscribers. This series of home and foreign mission

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stories for Juniors meets many needs and has attracted wide attention. We are constantly receiving requests from publishers of other denominations for permission to quote or reprint some of these stories. The Woman's Board of Missions furnishes the editorial supervision of the foreign mission stories, while the Extension Boards do the same for the homeland series.

While the best missionary education centers largely in the church school the work of this Department is not confined to this agency of the church. Other items in an ever-widening service may be enumerated as follows:

Promotion of *Church Schools of Missions*, a valuable agency for interesting the local church in missions. The Department issues a booklet with suggestions as to organization, courses of study, and methods of work.

Leader's Helps Service, through which outlines and suggestions for teaching are furnished, based upon the current mission study texts, with literature of our Boards that give concrete illustrations of the general theme drawn from our own work.

Mission Study Classes and *Discussion Groups* are furnished with suggestions for their work, projects for service, and aided in many ways.

Mission Study Courses are suggested and *Leaders* secured for summer conferences and institutes.

The Congregational Woman's Home Missionary Federation, at the conclusion of its long and honorable service, October 15, 1926, formally turned over to the Education Society the responsibility for its educational work. The Society appreciates the trust thus placed upon it and will endeavor to discharge it in the same spirit of consecrated service that has characterized the Federation in the past.

The coming of Rev. John L. Lobingier to the Secretaryship of this Department is a distinct gain for the cause of missionary education. By training and temperament, and by his long and effective service in the field he is eminently well fitted for the post.

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SOCIAL RELATIONS.

REV. HUBERT C. HERRING,
Secretary

This Department is conducted in close cooperation with the Social Relations Commission of the National Council, Mr. Herring serving as Executive Secretary of that Commission. Its aim is to inspire our whole educational program with the spirit of practical Christianity in all human relations. It gathers material on industrial and social issues and makes it available to pastors and leaders. It seeks to stimulate interest in such questions and to develop forums and discussion groups that will use the materials prepared.

A special aim of the Department is to concentrate upon the intensive study of actual situations and successful experiments in industrial good will. The Seminar on Friendly Relations with Mexico conducted last Spring is a good example of such work. A group of leading pastors and laymen visited Mexico, met the leaders of that country and discussed with them, in a spirit of friendship and open-mindedness the issues that concern both nations. Similar seminars are now being planned in various industrial centers of this country.

A very considerable amount of social education is carried on through articles by the Secretary and other leaders and published in *The Congregationalist* and other religious papers. One good example of this is the discussion of the "Statement of Social Ideals" adopted at the last National Council meeting which has been running in the columns of *The Congregationalist*.

Secretary Herring is also engaged in the preparation of various texts for study and discussion groups of different ages.

After three years with this Department, Miss Anna Estelle May resigned the position of Secretary of Woman's Work, last month, just before her marriage. Miss May has worked with the Woman's Committee of the Commis-

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sion on Social Relations and has rendered valuable service in the development of woman's groups in the local churches and in furnishing materials for their work.

YOUNG PEOPLE'S WORK.

REV. HARRY T. STOCK,
Secretary

The importance of this Department is attested by the universal interest in the "Youth Problem." The effort of the Department is to make it clear that young people are not so much of a problem as an asset, if they are given the right sort of friendly leadership. Secretary Stock has succeeded remarkably well in this attempt. His plans have been wisely conceived and received with growing appreciation.

An important achievement has been the formation of the National Committee of Congregational Young People, including 25 selected young folks from as many different states. This committee takes an active part in the development of plans of work and materials of study.

Practical suggestions as to the best methods of work are being furnished, through regular and special bulletins to more than 5,000 leaders of young people all over the country. Growing out of this bulletin service is a constantly growing correspondence calling for advice upon a great variety of special problems.

Space forbids more than the mere enumeration of other items in the work of this Department.

Topics for Study and Discussion. Two series: our own "Christian Life Topics" and those of the Christian Endeavor Society, comments on each of which appear weekly in *The Wellspring*.

Life-Work Guidance. Information as to fresh opportunities in the ministry and other forms of Christian life-service is given in bulletins and in personal correspondence and interviews. This is a constant, unobtrusive, but very effective line of recruiting service.

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Summer Conferences. Thirty-seven held in 1926, with a total attendance of from 4,500 to 5,000. The Department furnishes suggestions as to courses of study, methods of work, and cooperates in securing leaders. Some financial aid is extended in places where it is most needed.

Week-end Institutes. These meetings, held in local churches, often with several churches cooperating, have proved to be a great source of inspiration and training. They are available to many who have not been able to attend the summer conference, and often lead to the attendance of many who have come to realize how much they mean. Several hundred of these were held last year.

A Year's Program of Work. This booklet, issued this year for the first time, may serve as the conclusion and summary of this presentation of the Department's work. It gives to leaders of young people's groups rich suggestions for programs of study, worship, and service throughout the year, with some special theme for each month. It is a valuable contribution and its excellence is shown by the fact that several thousand copies have been purchased.

STUDENT LIFE.

REV. HARRY T. STOCK,
Secretary

The combination of this work with that of the Young People under one secretary may be logical, but is not desirable. Each presents demands which amply justify the time and strength of one man and it is to be hoped that the time may soon come when a full time secretary may be secured to relieve Mr. Stock of one or the other. It will be hard to decide which he should drop, he has given such fine service in each.

The responsibility of the Education Society for student work at present falls under three main heads, as follows:

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University Pastor Work. There are at least 20,000 young men and women of Congregational affiliations or inclinations in attendance upon our state universities or other tax-supported institutions of learning. Here is a mighty asset for the future if rightly developed. The distinctively religious work at these institutions must be done through the local churches. Few of them are able to meet the demand without assistance. The Society helps to maintain special work for students at thirty-five points throughout the country, sometimes by supplying part of the salary of a man or woman to work with the students, sometimes by furnishing funds to aid the local pastor in carrying on a more adequate service. The amount expended for this work last year was \$26,853. Urgent requests for additional help have had to be refused that would have required nearly double this amount.

Recruiting Service. The Secretary visits each year, as many of our own colleges and state institutions as possible. Such visits are arranged for in advance and opportunity is given for addresses before the student body and for personal interviews. The object in all such visits is to present the call and the opening for fruitful service in Christian vocations. There is growing demand for cooperative service in this line. Teams of speakers are made up, representing various denominations, each one spending several days or a week in a given university. The lack of funds has thus far prevented us from taking anything like our full share of this important work.

Student Aid. There are many pastors in positions of great influence in the service of our churches who gladly testify to their sense of indebtedness to those friends of Christian education who, by their gifts to this Society and to its predecessors, have made it possible to aid worthy students in their college and seminary training.

After long and careful study of this whole matter of student aid, the Society has placed it upon a loan basis. Students applying for financial assistance will be granted

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loans upon such terms as will impose no undue burden upon those who finish their course and enter the service of the churches. About 150 students are being aided each year. Here, too, there is need of additional funds with which to meet real needs that are carefully investigated.

LEADERSHIP TRAINING.

REV. ERWIN L. SHAVER,
Secretary

It is obvious that the best possible plans, methods, and materials will be of little avail without competent teachers and leaders for their use. This service is of basic importance. For years we have been unable to do more than meet the most pressing demands. A considerable amount of teacher-training has been carried on, through local classes, community schools, and correspondence study, the major part of which, during the last two years, has been done by Mr. Shaver in addition to his already sufficient duties as Field Secretary for Northern New England. Last summer, the Directors expressed their appreciation of his service and their faith in the future of such work by appointing him as Secretary of Leadership Training.

The department has not had time, nor has it as yet the funds with which to prosecute an aggressive campaign for the improvement of our religious educational leadership. About 1500 standard credits were issued last year, and many more certificates for work done in special courses. The work of community schools is growing in volume and usefulness, but there is great need for a flexible program, adapted to the needs of all sizes and types of schools which shall make self-improvement in teaching available to every leader. This is the aim of this department.

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FIELD WORK.

The Field Secretaries of the Society are charged with the task of carrying to the churches all the varied program of religious education. To accomplish this with full satisfaction to themselves would require a range of knowledge and intimate acquaintance with the different branches of educational work that is possessed by few. It would also require that each man have a district small enough to permit of intensive work. Most of our Field Secretaries are responsible for districts too large to cover adequately, including from one or two to twelve states each. These districts and the secretaries in each are as follows:

- REV. ERWIN L. SHAVER, 14 Beacon Street, Boston, Mass.
Maine, New Hampshire, Vermont, Massachusetts, Rhode Island.
- REV. ALBERT J. MURPHY, 287 Fourth Avenue, New York City.
Connecticut, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, and the District of Columbia.
- CHARLES L. FISK, D.D., 801 Hippodrome Building, Cleveland, O.
Ohio and the States south of the Ohio and east of the Mississippi.
- ROBERT W. GAMMON, D.D., MISS SALLIE A. McDERMOTT, Assistant Secretary, 19 South La Salle Street, Chicago, Illinois.
Illinois, Indiana, Wisconsin, Minnesota, North Dakota.
- CHARLES G. MURPHY, D.D., 408 Barkley Building, Lincoln, Neb.
Nebraska and South Dakota.
- REV. FRANKLIN J. ESTABROOK, 211 Guardian Trust Building, Denver, Colorado.
Colorado, Montana, Wyoming, New Mexico, Southern Idaho, Texas, Utah, Nevada, Arizona, Arkansas, Louisiana, Oklahoma.
- REV. JOHN C. PRINCE, 424 Phelan Building, San Francisco, Cal.
Northern California.
- REV. FRED GREY, 6th and University Streets, Seattle, Wash.
Washington, Oregon, Northern Idaho.

States not included in this list have their own educational directors, or are caring for this work in other ways.

As will be seen by comparison with other statements in this report, Dr. Gammon and Mr. Shaver also have additional responsibilities of a special nature.

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Despite these handicaps our Field Secretaries have rendered a valuable service in their respective territories and have been warmly appreciated as helpful advisers in the development of our denominational program of religious education. Some of the prominent features of their work and the service which they are prepared to render to the churches are as follows:

Consultation with state and local committees. In most states our secretary is the Executive Officer of the Committee on Religious Education.

Addresses at State and Association meetings and personal interviews with leaders.

Visitation of churches for the purpose of making studies of the local situation and consulting with local committees concerning the development of their work.

Helping to organize young people's rallies, week-end institutes, summer conferences and similar gatherings. Our secretaries are asked to make suggestions as to materials and methods and often to take the lead in organizing and promoting these affairs.

Correspondence, personal interviews, addresses and discussions in local church schools, for the purpose of aiding in every way possible the development of more effective religious educational work.

But one change has been made in the Field Staff since our last report. Rev. George Reid Andrews resigned the secretaryship of the New York office, to devote his entire time to religious education through dramatic presentation. After a long search for the right person to fill this vacancy, the Directors have appointed Rev. Albert J. Murphy, formerly head of the department of religious education in the University of Pittsburg, and before that educational director and pastor in Congregational churches in Brooklyn. Mr. Murphy comes highly recommended as a man of thorough technical training and sound practical experience. Meanwhile, the State Conference of New York has appointed its own educational secretary, thus relieving Mr. Murphy from responsibility for their work. There still remains a large and important territory as indicated in the list given above, which may be most advantageously served from New York City as headquarters.

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FINANCIAL.

On account of the increasingly close relationships with state conferences and the desirability of having the fiscal year of the Education Society correspond with those of the conferences, the Directors voted to make the fiscal year of the Society coincide with the calendar year. In order to make this change the books were not closed at the end of May, but the present period was extended until December 31. For the purpose of comparison the following statement is given as of the former fiscal year, ending May 31, 1926:—

INCOME		
Contributions	\$124,845.20	
Legacies available for current use	22,660.44	
Income, invested funds	19,592.44	
Other income	4,495.71	
		\$171,593.79
EXPENSE		
General educational administration	\$ 8,886.07	
Business department	7,180.85	
Missionary education department	11,533.68	
Social relations department	13,517.91	
Student Life department	4,851.91	
Elementary work	519.70	
Young People's work	4,764.79	
Field work	55,982.65	
Student Aid	9,973.16	
University pastors	26,853.76	
Denominational assessments	10,032.27	
Interdenominational work	2,008.05	
Annuity payments	1,163.00	
		157,267.80
Surplus for the year		\$ 14,325.99
This surplus was applied to the reduction of the Society's indebtedness, bringing it down to \$23,272.		
As assets the Society had May 31, 1926:		
Current assets	\$ 14,222.27	
Invested funds	402,196.21	
		\$416,418.48

Its Liabilities on the same date were \$439,691.48, leaving a deficit as stated above, a reduction of about one-half from the indebtedness of the previous year.

HERBERT W. GATES,
General Secretary.

REPORT OF THE CONGREGATIONAL EDUCATION SOCIETY

Organization and Work

The Education Society is a service organization. Its work differs from that of the missionary boards in that it does not conduct churches, schools, or missions. It does no direct religious educational work on the field. Its task is that of helping the state and local church forces to organize and develop for themselves the best possible program of educational work, discovering and making available to the churches materials, plans, and methods that have proved successful.

The Society is organized into departments, each with its special secretary and committee of the Board of Directors, the members of these committees being chosen with reference to their technical training, experience, and other special qualifications for the service to be rendered.

It is the task of these departments to collect and organize the best materials and methods of work in their respective fields and, co-operatively, to develop a comprehensive and unified program of religious education, adapted to the needs of children, young people, and adults, and taking account of the influence and resources of the varied agencies that touch the growing life of the child.

In this service the Education Society and the Publishing Society are partners, under the same Board of Directors: the Publishing Society being responsible for the creation and publishing of texts and similar materials, the Education Society for the development and promotion of educational policies and programs.

The responsibility for promotion falls chiefly upon the Field Work Department with its eight district secretaries whose task it is to carry the entire program of the Society to the state and local forces of the country. These district offices are clearing houses for religious educational information and the secretaries themselves endeavor, with insufficient help, to meet the needs of their extensive districts for counsel and leadership.

Developments during the Biennium

The two years since the last National Council have been marked by steady growth. Increasing conviction of the fundamental importance of religious education in the life and work of the church has led to larger demands for service. These demands the Society has met, so far as possible, with no increase in secretarial forces or in financial support. The staff has, in fact, been depleted during the last year, so that we close the biennium with two less members than at the beginning.

Early in the summer of 1924, Dr. Arthur E. Holt who, since 1919 had been Secretary of the Social Service Department, resigned to accept the Professorship of Social Ethics in Chicago Theological

Seminary. This resignation was accepted with deep regret and with high appreciation of the value of Dr. Holt's services to the Society and to the cause of social service throughout the denomination. The vacancy thus created was filled by the election of Rev. Hubert C. Herring, June 14, 1924.

Also in the summer of 1924, Rev. Frank M. Sheldon, under whose leadership as General Secretary the Society has made marked progress during the last ten years, resigned to accept the pastorate of Pilgrim Congregational Church, in Oklahoma City, Oklahoma, leaving for his new post September 1st. In accepting this resignation the Directors appointed a committee to express their appreciation of Dr. Sheldon's services in a resolution, published in *The Congregationalist*, September 4, 1924. Rev. Herbert W. Gates was elected Acting-General Secretary and has since held this position in addition to his duties as Secretary of Missionary Education.

A third resignation was that of Mrs. Millacent P. Yarrow as Educational Associate. The work of this office, including leadership training and correspondence work has been carried through the past year by Rev. Erwin L. Shaver in addition to his duties as District Secretary of Northern New England.

As will be seen from the following detailed reports, each staff secretary is now responsible for at least two departments of work, and the Society is seriously under-manned as compared with similar organizations in other denominations.

Missionary Education

Secretary, Rev. Herbert W. Gates

The National Council, at its meeting in 1915, after careful study by the Commission on Missions, adopted a plan of missionary education under a single secretary, closely affiliated with the general educational program, and with equal relationship to both home and foreign missions. This was provided for by creating a department of missionary education in the Education Society, a policy which is in line with that of other leading denominations.

This department has made steady progress in the development of a unified plan of missionary education including the following named features.

1. The World Service Schools plan for church schools. Schools enrolling receive monthly programs prepared by the various Congregational missionary societies for use in the sessions of the school. Frequent bulletins of information and suggestion are issued and a growing correspondence with the leaders in these schools gives evidence of the value received. The plan has not only increased the support of our missionary enterprises, but, in many cases has given new life and interest to the entire work of the school. Slightly over 2,000 schools are now enrolled in this plan, and 1,184 Primary leaders and 1,003 Junior leaders are receiving graded materials suited to their respective departments.

2. Literature. The department has prepared a series of basic pamphlets setting forth the best plans and materials for different age groups, also various pamphlets and folders dealing with specific phases of missionary education. This literature is listed in the Joint Catalog of Literature, of which a copy will be sent on request.

3. Leader's Helps Service. Leaders of groups using the interdenominational mission study texts are furnished with a package of literature giving practical suggestions for teaching, references to literature, and illustrations bearing on the theme of the text drawn from our own fields of work. This helps to connect the interdenominational text with our Congregational enterprises.

4. Conferences and Institutes. The secretary is constantly meeting with more requests than can be granted for lack of time, to teach in summer conferences on missionary education.

5. Correspondence. Some of the most direct help is given to correspondents who send in to the department questions on specific problems. This correspondence has increased five-fold during the last five years.

6. Interdenominational Co-operation. The secretary of this department has an active share in the work of the Missionary Education Movement through which organization, together with the Council of Women for Home Missions and the Federation of Women's Foreign Missionary Societies, a large amount of co-operative work is done. Marked progress has been made toward a more thoroughly educational program and its closer integration in the general course of religious education.

Social Service

Secretary, Rev. Hubert C. Herring

This department furnishes material for use in stimulating the social conscience of our people. Its field covers the points of social strain, such as industrial welfare, racial good-will, community service, rural welfare, and international peace and justice.

Significant developments during the last two years:

1. The Women's Section, Miss Anna Estelle May, Secretary. This operates under the Women's Committee of the National Council Social Service Commission, of which Mrs. Lucius H. Thayer is chairman. It co-operates with other women's organizations in providing programs and outlines for study, gathering data on women's social work in different types of communities, and aiding with counsel leaders desiring help in this line of service. Miss May has had wide experience in this field, having handled more than a thousand cases of delinquent girls during the war, and combines the viewpoint of the social and the church worker.

2. Social and Industrial Conferences. These have been held principally in co-operation with the Federal Council Commission on Social Service. Denominational conferences have also been held in connection with four State and several Association meetings during the past year. The active co-operation of Mr. John Calder, Chairman of our Social Service Commission has been of great value in these conferences.

3. Social Service in the Local Church. Dr. Holt's book *Social Work in the Churches* has been widely used as a text for study and discussion groups. The department also counsels with church committees regarding local programs of community service.

4. Educational Material. In co-operation with other departments of the Education Society and the Publishing Society we are preparing and gathering study material for use in church groups. This material includes such as the Optional Discussion Courses in the *Adult Bible Class Magazine*, Library Loan Packages for discussion groups, Social Service material for use in various religious magazines of our own and other denominations, and textbooks, of which *Christian Ideals in Industry* by F. E. Johnson and Arthur E. Holt, is an example.

5. Contributions to Current Social Literature. Dr. Holt and Mr. Herring have both contributed considerable material which has appeared in *The Congregationalist*, *The Christian Century*, and other religious journals.

6. Young People's Work. A feature of the social service work which is growing in importance is through the contacts of its secretaries with student and young people's groups in colleges and at conferences. Probably no portion of our constituency is more alert and eager for guidance on social questions.

7. Information Service. In co-operation with the Information Bureau of the Federal Council Commission the department is making contacts with various social agencies with a view to securing and furnishing to our constituency trustworthy data with reference to current issues.

Men's Work

Secretary, Rev. Hubert C. Herring

There is need of an organized department of Adult Work with a full-time secretary, but for the present this has been assigned to the Social Service Department. The Secretary serves also as Executive Secretary of the Commission on Men's Work of the National Council. The work has consisted largely of distributing information, through bulletins and pamphlets, upon the best methods and successful plans for men's work in the churches. The bulletins prepared by Dr. Holt and Mr. Charles A. Butts giving detailed information for different types of churches are of great value and are still available. These are listed in the Joint Catalog of Literature.

Student Life

Secretary, Rev. Harry T. Stock

1. University Pastorates. During the past year the Society aided in the support of 38 student pastors in 27 states. The number of students of Congregational affiliations reached through this work is about 20,000 annually.

There are three main types of university situations.

(1) The large university with from 500 to 1,000 Congregational students. Here we usually have a full-time worker devoting all his energies to student activities, doing no preaching himself. In some cases the minister prefers to make his own student contacts, employing assistants to aid in the parish work.

(2) The smaller university with from 100 to 500 Congregational students. The Society aids the churches in these places to secure a high type of preacher who will appeal to students.

(3) Places where three or four denominations employ a single worker in a union enterprise to work with the students of their respective faiths. This worker acts as associate pastor to the local church or churches. The Society is co-operating at nine such points of which perhaps the most unique is East Lansing, Michigan, where four denominations have contributed \$100,000 to build a union church and four boards of education employ a competent staff to care for community and campus needs. Another example of the same type of co-operation is at Durham, N. H.

The work of the University pastorate is varied and must always be built upon the local situation. Four phases may be mentioned.

(1) Emphasis upon the Sunday morning service and the habit of church attendance, meeting the spiritual needs of students through social Christian worship.

(2) The school of religion with high-grade courses in Bible, psychology of religion, Christian ethics, sociology, etc.

(3) Discussion groups with students, helping them to face the issues of life from a Christian standpoint. These groups are held in the church, or with pastoral leadership in fraternity houses.

(4) The pastoral relationship: comradeship with students during the week on the campus and in the pastor's study.

2. Educational evangelism. Visits to colleges by Congregational leaders, presenting a series of addresses upon related subjects for three or four days. The department is ready to provide such service for colleges desiring it. service, vocational or otherwise.

An important phase of this work is the visits to state universities by teams representing several denominations, with the purpose of helping students to regard life as an opportunity for Christian

3. Student Aid. About \$10,000 a year is distributed to some 140 students who are preparing for the ministry and allied callings, on the basis of a grant or loan. This enables many students to complete their course who would otherwise leave college for financial reasons. More funds are needed to aid students in real need. Our allotment is far below that of other denominations in cases of emergency.

4. Recruiting. Three months are chiefly used; public addresses, personal interviews, and discussion or study courses. The Society seeks to impress local groups with the necessity of providing for an intelligent study of vocational choice in the curriculum of the church school class or society. A very important follow-up work has been developed. The department has the names of 2,000 young people who have some interest in full-time service. These receive a bulletin of information every two months and a personal letter about once a year. Each year the names of seniors in college who are contemplating full-time service are sent to Congregational seminaries.

Young People's Work

Secretary, Rev. Harry T. Stock

Progress has been made during the last two years along the following lines:

1. The department has become known as a source of helpful suggestions for leaders in young people's work. Prior to October 1923 there was no such department. There are now 5,000 leaders of young people on the mailing list of the department.

2. Regular service provided for the young people of our churches:

(a) Free quarterly bulletins of suggestions and information.

(b) Occasional special bulletins on particular topics.

(c) Three sets of material weekly in *The Wellspring*: suggestions and discussion subjects on the Senior C. E. Topic, optional discussion topics and outlines, a service of worship for young people's groups.

3. Co-operation between agencies for young people's work has been advanced and much friction and competition eliminated. The secretary of this department is an officer of the Interdenominational Young People's Commission and of the Young People's Section of the International Council of Religious Education, which now meet at the same place and time.

4. Summer Conferences. Thirty-two Congregational Young People's conferences will be held in 1925, with some 4,000 young people receiving inspiration and instruction thereby. These conferences are developing systematic courses in Bible study, world service, church work, religious education, personal problems, and social issues.

Field Work Department

This department is under the general supervision of the Acting-General Secretary. Its work includes that of correlating the contributions of the various special departments and developing educational policies and a comprehensive and unified program of religious education. The important task of leadership training is now cared for by this department. This includes a large amount of correspondence study and accrediting work done in local groups.

The field secretaries, whose work of promotion has been described at the beginning of this report, carry a large responsibility, the extent of which may be indicated by the following list of officers and the districts served by each.

Rev. Erwin L. Shaver, Boston, Mass. Northern New England District: 5 states, 1,296 churches.

Rev. George R. Andrews, New York City. North Atlantic District: 8 states, 786 churches.

Rev. Charles L. Fisk, Cleveland, Ohio. Ohio & South Atlantic District: 10 states, 658 churches.

Rev. Robert W. Gammon, Chicago, Ill. Central District: 5 states, 1,041 churches.

Rev. John C. Prince, Topeka, Kansas. South Central District: 5 states, 253 churches. (Mr. Prince has just been transferred to Northern California.)

Rev. Charles G. Murphy, Lincoln, Nebraska. Nebraska and South Dakota, 393 churches.

Rev. Franklin J. Estabrook, Denver, Colo. Western District: 9 states, 329 churches.

Rev. Fred Grey, Seattle, Wash. Northern Pacific District: 3 states, 207 churches.

Iowa, Southern California, and Michigan, each has its own educational director with whom the Society co-operates as with its own field secretaries.

Finance

The receipts of the Society for the year ending May 31, 1924 were \$167,435.21. The expenditures for the same period were \$178,426.21. The deficit for the year was \$10,991, making the accumulated deficit at that date \$25,751.75.

For the year ending May 31, 1925, the receipts of the Society were as follows: Contributions \$116,557.80; Legacies \$20,412.10; General invested funds \$20,323.42. Other income \$994.72. Total \$158,288.04.

The expense for the same period was \$189,137.42. This shows a deficit for the year of \$30,849.38. Of this, \$11,321.69 properly belongs to the previous year being an accumulated deficit on The Congregationalist which was not entered on our books until after June 1, 1924. The deficit, May 31, 1925, was: for the current year, \$19,527.69; previous years, \$25,751.75; total \$45,279.59.

STATEMENT 1924-1925

Assets

Cash and accounts receivable.....	\$ 12,819.59
Invested funds	418,452.24
	<hr/>
	431,271.83
Deficit	45,279.59
	<hr/>
	\$476,551.27

Liabilities and Capital

Accounts payable	\$ 2,725.30
Notes payable	31,000.00
Due C. P. S. for Congregationalist deficit.....	24,022.99
For special appropriation.....	350.74
Legacy reserve	\$ 17,406.09
Trust funds	401,046.15
	<hr/>
	418,452.24
	<hr/>
	\$476,551.27

The first task of the Society must be clearing off this deficit which stands in the way of further advance. There is urgent need for a full-time secretary of leadership training, one of the most important items in our work, also, for a secretary of adult work. The Directors of the Education Society would urge all friends who are interested in this fundamental task of Christian education to remember this Society not only with direct gifts, but with legacies and conditional gifts.

This brief outline of the Society's work has said little of various other important phases of activity, such as the co-operative promotional work of the denomination to which its national and field secretaries give considerable time, and the varied lines of interdenominational work in which they have an active share.

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Established 1816

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1927 - 1928

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1. For General Work

I give and bequeath to the CONGREGATIONAL EDUCATION SOCIETY, incorporated under the laws of the Commonwealth of Massachusetts, the sum of Dollars, to be devoted to its purposes and work.

2. For the Foundation for Education

I give and bequeath to the CONGREGATIONAL EDUCATION SOCIETY, incorporated under the laws of the Commonwealth of Massachusetts, the sum of Dollars, to be devoted to the purposes and work of the Foundation for Education.

For important information regarding Conditional Gifts and Annuity Payments, see last page.

CONGREGATIONAL
EDUCATION SOCIETY

Established 1816

Annual Report

1927-1928

Thomas Todd Company

P R I N T E R S

Boston

CONGREGATIONAL EDUCATION SOCIETY

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MRS. B. J. NEWMAN, *Vice-President*
REV. HERBERT W. GATES, *Recording Secretary*
ARTHUR J. CROCKETT, *Treasurer*

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MRS. THEODORE S. LEE, Secretary of Woman's Work, Social Relations
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Washington, Oregon, Northern Idaho.

Educational Secretaries Employed by State Conferences or City Associations and Coöperating with the Education Society

- MISS MARY E. STEARNS, 53 North Main St., Concord, N. H.
REV. HENRY J. CONDIT, 310 No. Geneva St., Ithaca, N. Y.
REV. VICTOR E. MARRIOTT, 19 So. La Salle St., Chicago, Ill.
Associate for Chicago Association.
REV. J. D. SCHMIDT, 19 So. La Salle St., Chicago, Ill.
Associate for State Work.
REV. CARL STACKMAN, 505 American Savings Bank Building, Lansing,
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REV. ROYAL J. MONTGOMERY, Grinnell, Iowa.

ANNUAL REPORT

CONGREGATIONAL EDUCATION SOCIETY

May 1, 1928

This report of the Board of Directors to the Congregational Education Society at its annual meeting and to the denomination at large covers the general activities of the Society for the year May 1, 1927 to April 30, 1928. The financial report is for the fiscal year ending December 31, 1927, with some additional comment on income and expense for the first four months of 1928. In view of the limited circulation of the brief report made at the mid-winter meeting at Chicago in January, it has seemed advisable to quote certain parts of that report dealing with the nature and importance of the Society's work.

THE WORK OF OUR EDUCATIONAL BOARDS

1. The Importance of This Work.

The Commission on Missions, in its report to the Council of 1915, expressed its conviction regarding the importance of the work committed to the Religious Education Boards, as follows:

"There is perhaps no problem confronting the Christian church in America at once so exacting and so promising as the problem of informing and convincing its own people regarding the truths and obligations which underlie its own work. The gradual elimination of the Bible from our public schools, the legal obstacles in the way of religious instruction in state universities, where increasing numbers of our young people are receiving their higher education, the steady readjustment of religious thought to meet the widening knowledge of our time, the changing economic conditions and the shifting social emphasis in so many directions,—all these factors have created a new need for a definite and aggressive program of religious education on the part of the church in order that its people may understand the religious aspects of the problems and duties confronting them, and that they may deepen their convictions regarding the fundamentals of historic Christianity.

"There is no denomination which inherits so great a responsibility for leadership in this wide field as our own. It is the conviction of the Commission on Missions that this leadership can be adequately exercised only as we coördinate and unify our denominational agencies for religious education and put behind them new interest and power in behalf of the principles we represent."

Nothing of what was said at this time needs to be unsaid. On the contrary, the reasons then advanced for laying increased stress upon

our educational leadership are even more urgent today. In this connection we wish to repeat a portion of what was said on this aspect of our work in the report made last January for more limited circulation. It is obvious that the future of any social group or institution depends on education. Only as each new generation receives its inheritance of accumulated traditions, ideals, and customs is there hope of continuity. The manner in which these contributions of the past are used and taught by the present generation determines whether the thought and action of the future shall remain upon the dead level of the past or advance to new heights of vision and opportunity. In religious experience, as in all life, the law is plain: "advance, or lose ground — live or die."

Our Pilgrim Fathers felt keenly the need of a learned ministry and made early provision for its training. They soon came to see that an intelligent laity is no less important in the life of a free church. So they planted that long line of theological seminaries, colleges, and academies which have meant so much in the development of our national life. Sound Christian training in home and church is just as important. Education may be a curse rather than a blessing unless the student possesses those ideals of conduct and that moral stamina which fit him for the pursuit of truth.

The demand for such training was never more apparent than today. This modern world allures us with its offers of materialistic and selfish pleasure. The only protection lies in the ability to see life as a whole, to make discriminating judgments upon the basis of Christ's standards of value; and the moral courage which leads one to prefer the salvation of his spiritual nature at any cost. But, when the youth turns to the church from which he expects such guidance, he finds it sadly divided, one faction declaring open warfare in the name of religion upon modern scholarship and scientific knowledge, and both sides too often sacrificing the spirit of Christian fellowship to controversy over intellectual formulae.

If our children and youth are to be prepared for real leadership in this modern world, we must give them certain advantages now:

a. A home life in which the presence of God is a fact of daily experience, in which the standard of values is that of Jesus, setting the spiritual above the material, regarding service as the highest privilege and injury to character as the greatest calamity.

b. A religious training in both home and church which shall help them to think clearly and constructively regarding the Bible, religion, life problems, and the facts of religious experience as related to scientific truth.

c. A closer partnership between the church and the public school through which, without infringing upon the rights of a free citizenship, both shall share in placing intelligent religious training at the heart of the child's educational experience.

d. Opportunity for higher education which shall bring to their best development the powers of mind and will, holding ever before the student as his ideal, a desire to know the truths of nature and of life, that he may use them in the service of God and of man.

e. For young and old, a consistent training in Christian service that shall give to instruction its practical significance and establish habits of loyalty to Christ and to His church.

The test of success in this work must be the degree to which we see our children and youth developing genuinely Christian attitudes and habits of conduct in all human contacts, at home, in the community, in the nation, and to the uttermost parts of the earth. We shall also desire to see them increasingly possessed by the prophetic spirit which is not content with past achievement but seeks to build a better church in a better world.

2. The Nature of This Work.

For the more effective realization of its ideals in the field of religious education the National Council in 1915, acting upon the advice of the Commission on Missions, which had made a careful study of the whole problem, recommended certain changes in our denominational organization for the sake of better correlation and more effective co-operation. We then had the Congregational Sunday School and Publishing Society combining with the work of publication certain missionary and educational functions. The educational features were transferred to the Congregational Education Society, the missionary features to the Extension Boards in special charge of the Sunday School Extension Society, created for the purpose. The name of the former society was changed to the Congregational Publishing Society and it was recognized as the publishing agency for the denomination. The Education and Publishing Societies, because of their intimate relations to one another in the creation and development of the religious educational program and materials, were placed under a common board of directors in order that "while the activities of each were to be kept distinct, they might move together to the attainment of the common ends for which both exist."

The Council also recognized and described in detail the relations that should exist between the Educational and the Extension Boards.

To the former the churches are to look for "leadership in the total field of religious education." They are also to set standards, create helps, initiate and prosecute efforts to develop the educational work of the churches. The Extension forces are recognized in this plan as important agencies through which "the ideals and processes of religious education may find effective lodgment in the churches."

At this time, when increasing emphasis is being laid upon the unity of our national work, it is becoming more important to discern the exact nature of the contribution which each board has to make to the common task and the relationships which should exist between them. One of the chief values of the merger should be, by emphasis upon unity of aim and purpose, to bring about even more effective coöperation for this achievement.

The work of the Educational Boards, the Education and Publishing Societies, is that of giving leadership to our churches in the field of religious education—the collection of data concerning the best materials and methods, the formulation of policies, the creation of texts, periodicals, and printed helps, and the active promotion through all the available agencies—national, state, and local—of an effective program of Christian education in church, home and school. The specific work of editing and publishing materials has been assigned to the Publishing Society. Responsibility for the development of standards and policies and for the promotion of religious education among the churches rests with the Education Society. Between the two there is constant interchange of coöperative activity. In the plan as outlined by the National Council in 1915 and 1917 there was also included within the scope of the Education Society's work special service in the fields of missionary education, social relations, student life, and college aid. By vote of the National Council and the Societies at Los Angeles in 1921, the responsibility for our colleges and institutions of higher education was transferred to the Foundation for Education. At Omaha in 1927 this responsibility was once more assigned to the Education Society, but with a special department and a committee to conserve the principle of the Foundation and to more effectively serve the interests of our Congregational colleges and academies. Important questions of relationship and adjustment between the Committee of the Foundation and the Education Society are still pending and some of them will come up for discussion at the annual meeting of the Society this year.

The relationship of the Educational Boards to the Extension forces is recognized and described by the quotation from the records of the National Council, appearing in the report of the Sunday School Extension Society for 1923. The functions of the Society, says this

report, are concisely outlined in the records of the National Council as follows:

"To the Sunday School Extension Society there has been committed the care of the Sunday School Extension work on behalf of the denomination. This Society shall work in coöperative relations with the Religious Education Boards. . . . Briefly summarized, this means the assignment to the education force of full responsibility of leadership in all that has to do with the educational methods and evangelistic outreach of the local Sunday Schools, while to the extension force is assigned the planting of Mission Sunday Schools and continuous effort to carry out the plans of the educational force along such lines as that force may select."

The importance of this relationship was further emphasized by the Commission on Missions, as it called attention to the small force of educational field men working under the Education Society and the impossibility of effectively reaching even a fraction of the church schools of the country through this force alone. This situation, too, has increased in significance and urgency. With the steadily growing recognition of the importance of religious education, the demand for advice and counsel upon matters of policy, methods and materials, has been constantly increasing. This makes it more essential that the field workers of the Extension Boards and the staff of the Educational Boards shall work in ever closer coöperation toward a mutual understanding of the best plans and policies for use in our churches.

Another development which has come along with the progress of the merger has a bearing upon the policy of the Education Society. We appreciate more fully the importance of the administrative and promotional functions of state conferences and the organizations related thereto. In its acceptance of the report of the Committee of Twelve, the Council enunciated the principle that state conferences have the right to administer work within their respective borders. In line with this development there has been an increasing desire on the part of state leaders for their own educational directors who may be able to give a larger amount of personal attention to their churches. All this makes it clear that the Education Society can most surely serve the interests of religious education, not by adding to its force of field workers, but rather by strengthening its staff of national specialists who shall be available to state leaders for counsel and advice on special problems connected with the development of their own programs of Christian training.

These considerations may serve to set forth more clearly the immediate task of the Educational Boards and of the denomination as a whole in the field of religious education. We should seek to develop

a deep and widespread conviction regarding the fundamental importance of this work, to develop plans and policies which shall be in accord with sound educational principles and adapted to practical use in the churches, and we must seek in every way possible to develop the spirit of intelligent and enthusiastic coöperation among all our forces — local, state and national — for the achievement of those needs which have been outlined above.

It is also clear that if we are to meet at all satisfactorily these fundamental needs in the life and work of our churches we must bring about a fuller recognition of the agencies responsible and a more adequate support of their work. The work of religious education is much more intangible than the conduct of missionary churches, hospitals or schools. Many churches have benefited from the work of the Education Society without knowing the exact source of the help they had received. A member of our staff was recently asked to speak at an association meeting. The pastor of one of the churches, who was to introduce him to the audience, asked for his official position and title. Upon being told that he was a secretary of the Congregational Education Society, the pastor inquired, "But what is that? Is it a new organization?" And this regarding a society more than a hundred years old. This is by no means a fair sample, but there are numerous evidences which point to the need of more persistent and effective advertising of the work of our Educational Boards.

THE YEAR'S WORK

The activities of the Education Society are carried on through various departments, the work of which during the past year may be summarized as follows:

GENERAL ADMINISTRATION

HERBERT W. GATES,
General Secretary

ROBERT W. GAMMON,
Associate Secretary

The General Secretary is responsible for the general promotion of the interests of the Society, together with its share of the joint promotional work under the merger. This involves a considerable amount of participation in meetings of the Commission on Missions, the Promotional Council, the Home Boards Cabinet, and other committees concerned with the joint enterprise.

The General Secretary must also attend to the supervision and promotion of various lines of work for which the Society is not able to provide special leadership. There are important gaps here which ought to be filled. Special activities for each of which we should have a department with full time secretary are Children's Work, Junior Work, Intermediate Work, Adult Religious Education, including the home and parent training, Week-Day and Vacation Schools. All these are now added on to the work of secretaries whose program is already too full for the most effective service.

The Society has no employed Treasurer and, in spite of the generous and valuable services of Mr. Crockett, this adds to the work of the Secretary many details from which he might be freed with advantage.

Dr. Gammon has given increasingly valuable service in the promotion of the interests of the Society and its program throughout the Middle West. The need for such a representative in Chicago and the fitness of Dr. Gammon for the position has been evidenced by the growing number of calls that have come to him for addresses, conference, and advice in many states.

MISSIONARY EDUCATION

JOHN L. LOBINGIER, *Secretary*

The work of missionary education has received decided stimulus and practical aid through the appointment of the Committee on Missionary Education by the Commission on Missions. This committee

has brought together the Education Society staff, the educational secretaries of the home and foreign boards, representatives of the Regional Committees, and representatives of the churches, with a more clearly defined task and a larger measure of authority for its achievement. A large amount of work has been accomplished, in the doing of which all members of the committee have worked with energy and enthusiasm and with excellent judgment.

Larger recognition of the unity of the work of the Home Boards has made possible the development of programs which show a distinct gain in correlation and practical value. The programs for World Service Schools, for example, are now issued in quarterly units, giving more time for preparation by local leaders and carrying the emphasis upon one theme through a longer period, thus intensifying the impressions made and making for more permanent results.

Perhaps the most important undertaking of this committee, thus far, has been the formulation of a definite policy and program of missionary education for our churches and the revision of the manual setting forth this program. This manual has been received with very general approval. Some criticisms have been received, most of which seemed to have proceeded from a lack of thorough understanding of the manual itself, but the great majority of comment has been distinctly favorable.

The committee next set itself to the development of plans for making the program known, understood, and adopted throughout our churches. The most important means to this end is the holding of group conferences for the discussion of the program and ways and means of carrying it out.

Another important piece of work has been the commencement of a series of graded courses under the titles "Programs of World Service for Primary Children" and "Programs of World Service for Juniors." The first series of each was issued in September, 1927. Each contains four units centering about themes appropriate to the interests and needs of the pupils for which they are designed and providing material for a year's work in the church school department, class, or week-day activities.

The general service of this department has increased at several points. About 2,100 schools are enrolled in the World Service plan, the number of Primary and Junior leaders receiving graded helps shows a slight increase, interest in church schools of missions continues to grow, and our Leader's Helps Service, through which suggestions for teaching and illustrative material from Congregational work is furnished to leaders of study groups using the interdenominational textbooks, gains slowly but surely in value and use.

In addition to the immediate work of the department, Secretary Lobingier has given important and highly valued service to the co-operative work in this field through the Missionary Education Movement. A piece of work is being done here which is of the utmost importance for every branch of our denomination.

SOCIAL RELATIONS DEPARTMENT

HUBERT C. HERRING,
Secretary

MRS. THEODORE S. LEE,
Secretary of Woman's Work

This department seeks to relate the churches to certain outstanding fields of social effort and to stimulate social exploration, social education, and social action. Its ultimate purpose is to aid our churches and the individual members thereof to apply the principles and teachings of Jesus, wholeheartedly and consistently, to the perplexing problems of our modern social and industrial life.

Through the Women's Department service has been given to hundreds of women's organizations in local churches, distributing literature, conducting institutes, providing material on social issues for programs and study groups, and generally stimulating interest in social justice and righteousness.

An outstanding feature of the year's work has been the Social Seminars in which several hundred leaders of the churches have been brought into intimate contact with various types of social situation, have had opportunity to learn about other groups, and have returned to their churches better equipped to interpret these groups and their ideals to their own people.

Three types of Social Seminars have been conducted with distinct success.

1. Industrial

The Seminar on the Church and Industry, New York City, December 27-30, 1927, attended by 128 ministers and laymen. This was an attempt to set forth the main outlines of our industrial situation in America in order that church leaders might be better equipped to make the church an agency for interpretation and mediation.

The Seminar on Coal, Pittsburg, April 24-26, 1928, was attended by 77 representative ministers and laymen. On the program were spokesmen of both management and labor, each trying to suggest ways in which the church might serve in the moral issues involved in this field of industry.

2. International Relations

In this field the department has thus far specialized on relations

with Mexico. Two sessions of "The Seminar on Relations with Mexico" have been held. Twenty-two went to Mexico on the first trip and thirty-eight on the second. Registrations are coming in for the third session which will be conducted this Spring. The results have amply justified the undertaking. The sixty people who have participated in this study have reached many thousands of others through the press and by public addresses with a message of better understanding. This Mexican Seminar has been characterized by one of large experience as a highly significant piece of adult education.

3. Racial Relations

The Seminar on the Church and Racial Relations, Chicago, April 10-13, 1928, attended by 173 ministers, laymen, and women from many parts of the Middle West. The program was an interesting revelation of the progress that has been made by the Negro, for the seminar specialized in relations with this race. It also furnished many suggestions as to means whereby the churches may more effectively promote good will and justice.

These seminars, as has been noted, are a valuable means of adult education. Each of them has resulted in the establishment of discussion groups, forums, and study classes in local churches.

The department also reaches leaders of church schools through material included in the regular lesson helps of the Publishing Society, the columns of *The Congregationalist*, *The Adult Bible Class Magazine*, and other periodicals.

An important item of its service has been that of conducting a clearing house for information and literature concerning the work of various social agencies. It is hoped that this service may be extended during the coming year.

YOUNG PEOPLE'S WORK

HARRY T. STOCK, *Secretary*

The importance of the work with which this department is entrusted needs no argument. On every hand we are discussing the youth problem. In fact, too much emphasis has been laid upon young people as a problem and too little effort has been expended upon the attempt to establish mutual understanding and coöperative relations between young people and their elders. The procedure of our Young People's Department has been to help local leaders and groups of young people to help themselves, to furnish information about principles, materials and methods which will help them to build an effective program and to offer a variety of seasonable suggestions for leaders of all types of young people's work.

National Committee of Young People

An important development in this work has been the organization of the National Committee of Congregational Young People. A second Committee has been appointed this year with new members to get fresh points of view, the Committee consisting of twenty-five selected young people from as many different states. This Committee has taken as one of its first tasks a study to discover the six major interests of young people, which is to form the basis for the program work of this Department for the next two years. That these young people are capable of clear thinking and practical judgment is evidenced by the interests chosen:

To build up a code of ethics or morals necessary for Christian young people.

To face the question as to how to get rid of war.

To determine the wise choice of our life work.

To understand the other religions of the world and to face the question of our duty toward them.

To discover for ourselves just what the religion of Jesus is.

To try to decide what a Christian should believe today.

Summer Conferences

Thirty-five summer conferences were conducted during the last year with apparently no lessening in interest, but rather an increasing conviction of the value of these gatherings, for the discovery, inspiration, and training of leaders in the work of the local church. While each of these conferences is conducted by the state or local committee, the advice and counsel of the Department has been sought and followed on matters of organization, administration, and courses of study. Secretary Stock has prepared in mimeographed form a course of methods which will be used in many of these conferences in the summer of 1928, and through a sub-committee of the Committee on Missionary Education the problem of distributing missionary speakers and other leaders among the various conferences is being much better handled.

Literature and Materials

The demand for the printed helps issued by this Department has been steadily growing. More than eight thousand leaders in different parts of the country are now receiving these regularly and using them to good advantage. The materials issued include the following:

"Christian Life Problems," discussion topics. 35 cents.

"Problems of Christian Youth," discussion topics. 35 cents.

"Organizing a Young People's Society or Club," second edition. 10 cents.

"Young People and Money," discussion series in five divisions, to be ready for summer conference use. 15 cents.

A program of worship each week in "The Wellspring."

Discussion materials each week in "The Wellspring," covering both the Christian Life and the Christian Endeavor topics.

Quarterly bulletin. Provides practical suggestions for church school and society leaders. Free.

Recruiting bulletin. Two issues, sent to young people interested in the ministry, missions, etc.

Field Work

During the past year Secretary Stock has participated in summer conferences in Nebraska, Florida, Connecticut and Massachusetts, and has a full schedule for similar work during the summer of 1928. The demands for institutes, addresses, and teachers' meetings have been steadily increasing, particularly of late, in Connecticut, Maine and Massachusetts. The requests for service at week-end conferences and institutes are far in excess of the time and strength available for the purpose.

STUDENT LIFE

HARRY T. STOCK, *Secretary*

The combination of this work with that of the Young People's Department under one secretary has certain advantages. The practical disadvantages far outweigh these. Each department makes demands which amply justify the time and strength of one man and it is to be hoped that a full time secretary may soon be secured to relieve Mr. Stock of one or the other. It is hard to say which, for he has given fine service in both.

The service of this Department falls under three main heads:

1. University Pastor Work

An increasing number of young men and women of Congregational affiliations or inclinations are enrolled in state universities or other tax supported institutions of learning. Here is a great body numbering many thousands, from whom some of the best leadership of our churches is to come. The distinctively religious work at such institutions must be done through the local churches. Few of them are able to meet the demand without assistance. The Society helps to maintain special work for students at about thirty different points throughout the country, sometimes by supplying part of the salary of a man or woman to work with students, sometimes by furnishing funds to aid the local pastor in carrying on a more adequate service. Owing to the necessity for further retrenchments, due to the reduction of one per cent in the Education Society's apportionment for 1928, it became necessary to reduce the appropriations for this important work, a necessity which occasioned keen regret to the members of our Board

as well as to the leaders responsible for the work. There is urgent need of funds with which to increase rather than diminish assistance for this very important piece of service.

2. Recruiting Service

The Secretary visits each year as many as possible of our colleges and state institutions. These visits are arranged for in advance and give opportunity for addresses and for personal interviews. The object is to present the call and the openings for fruitful service in Christian vocations. There is growing demand for coöperative service in this line. Teams of speakers are made up representing different denominations, each team spending several days or a week at a given point. Lack of funds has thus far prevented us from taking our fair share in this work.

3. Student Aid

After a long and careful study of the matter of student aid, the Society has placed it upon a loan basis. Students applying for financial assistance are granted loans upon such terms as impose no undue burden on those who finish their course and enter the service of the churches. About 150 students are aided each year and many pastors now in positions of great influence in the service of our churches gladly express their indebtedness to the friends of Christian education who by their gifts have made such assistance possible.

Special Activities

Three interdenominational agencies—the Council of Church Boards of Education, the International Council of Religious Education, and the Interdenominational Young People's Commission—have appointed committees to study: first, what goes on in student groups within the churches; second, how we may develop a more effective program for student groups. It is significant of the position which Secretary Stock occupies in this field to note that he has been appointed chairman of all three committees, which has also helped to unify these agencies in a correlated plan of work.

Literature

Two pieces of literature which have been of great service in the student work are:

University and College Workers' "News Letter." An exchange of information regarding methods among students, sent to pastors having student contacts.

Recruiting bulletin. Two issues, sent to young people interested in the ministry, missions, etc.

Needs of the Department

Some insistent needs of this Department are:

Help in creating the materials constantly needed (bulletins, worship suggestions, etc.).

Help in studying, cataloguing, and making ready for use the mass of material constantly coming out which is grist for our mill.

Help in field work: a woman worker badly needed for field work among students, in churches, etc., who might also do the other two types of work just mentioned.

LEADERSHIP TRAINING

ERWIN L. SHAVER, *Secretary*

The best of plans, methods, and materials for religious education will succeed or fail in producing good results according to the vision, intelligence, and skill of those who use them. From each new study of the problems involved in our task we gain fresh conviction that competent leadership is the key to success. For years we have been prevented from giving due attention to this fundamental aspect of our work by lack of resources. The establishment of a department of Leadership Training, two years ago, was in answer to the pressing need that could no longer be denied, even though it meant the transfer of a member of our staff from other work that was also important. The wisdom of the move has been amply justified, although the same lack of adequate funds has compelled us to move slowly in the development of this service. Secretary Shaver has brought to it a vision, energy, and practical skill that have made their mark.

Two main aspects of this work may be briefly noted.

1. Leadership Training through Standard Courses.

During these recent years, the Leadership Training Department of the International Council of Religious Education has made great progress in the improvement and standardizing of courses and the recording and interchange of credits. This has been of value to us and to the other denominations coöperating in this movement and has given distinct impetus to the leadership training work.

About 2,000 students were enrolled in classes last year, and earned about 3,000 standard credits. This represents a gain of 60 per cent over last year's record and is four times the amount of leadership training work that we were doing before the establishment of this department.

2. Non-Standardized Training

Great as is the value of the standard courses these are available, for the most part, to those communities in which community schools

are possible. It is the exceptional church that can command the resources with which to carry on this work successfully. Meanwhile, the large majority of our teachers are in churches and communities for which no such schools are available. To meet this need we have been developing a plan of work to which we have familiarly applied the name of leadership training "à la carte." Our purpose has been to suggest plans and materials so flexible and adaptable as to come within the reach of any worker in any church. Three approaches to this problem may be noted.

a. The improvement of the teachers and officers conference as a means of training. A twenty-two page manual of practical directions has been issued and another with definite suggestions for individual programs. These have been issued with the coöperation of the Publishing Society. The second publication, a book of about 100 pages, is now in press and imprint editions have been requested by the educational boards of two other denominations.

b. A plan for granting credit for special courses, non-standard, has been developed and explained in a separate leaflet.

c. A "Self-Improvement" plan of study, through correspondence, reading, and practice work, is now being launched. This will make accessible to a wide range of workers practical and valuable training and enable them to improve the quality of their service in the local church. A descriptive leaflet of this plan and a manual of 25 pages has been issued. In view of the experimental nature of the work, this manual has been issued in mimeographed form and will be revised as needed.

There are great possibilities in this more informal plan of training. It will make effective training possible for many to whom the standard courses are difficult if not inaccessible and, to those who have the energy to follow it up, it may easily give a type of training that will be more exactly suited to individual needs than some of the standardized courses. Under present conditions it can develop but slowly. Plans are made for a system of credits for this kind of work which cannot be announced until we can see the way clear to provide the staff needed for its effective administration.

Secretary Shaver has been much in demand for service in standard training schools, young people's conferences, state conferences, and institutes from New England to the Pacific Coast and the response to his message is indicative of the growing appreciation of this phase of religious education and of his interpretation thereof.

FIELD WORK

The Field Secretaries of the Society are charged with the task of carrying to the churches, through state and local committees, the entire program of the Society. It is a large task, calling for a range of knowledge and an intimate acquaintance with the different branches of religious educational work which few can hope to possess in this day of specialization. Most of them are also handicapped by having territories too large for any man to cover thoroughly. The names, addresses, and districts of these secretaries are given at the beginning of this report.

Despite the handicaps under which they work our Field Secretaries are giving valuable service which has been warmly appreciated in many quarters. Some features of their work and the help which they are prepared to give are as follows:

Consultation with state and local committees of religious education. In most cases our Field Secretary is the recognized executive officer of the state committee.

Addresses at State and Association meetings, local churches, and community assemblies.

Personal interviews on various specific problems.

Visitation of churches for the purpose of studying their educational work and advising with leaders as to its improvement and development.

Helping to organize and often to conduct summer conferences, week-end institutes, young people's rallies and similar gatherings for inspiration and instruction.

Correspondence, interviews, addresses, distribution of literature and other activities designed to further the cause of effective religious education in our church schools.

As has been noted at an earlier point in this report, several states have appointed their own educational secretaries, that the growing needs of their churches for individual attention and service may be met. The names of these officers are also given at the beginning of this report. In almost every case, where such secretaries have been appointed there has been increased interest in the educational work and more calls for service from the Education Society's specialists.

THE ANNUAL CONFERENCE

Once a year, in connection with the mid-winter meetings at Chicago, the Society holds a conference in which the members of its staff, field secretaries, state secretaries, and extension workers come together for the discussion of the various phases of our program. These conferences are of great value, not only for the opportunity which they

present for the Society to make known its plans to those responsible for carrying them to the churches, but also for the comments and criticisms which these latter bring out of their intimate contacts with the churches. State superintendents and others interested in religious education are cordially invited to attend. Many have done so and we hope that an even larger number may share in this coöperative enterprise of program building.

THE FOUNDATION FOR EDUCATION

During the long history of the Education Society Christian training for the young people in our institutions of higher education has been a major interest. Education for the ministry was the principal aim of the parent organization as indicated by its name, the *American Society for Educating Pious Youth for the Gospel Ministry*. With changing conditions of our national life, Christian training for young people, whatever vocations they might choose, came to be recognized as of equal importance. Many of the colleges and academies in all parts of the country would never have been able to render the service that they have given had it not been for the assistance of friends who have made this Society their agent.

With the reorganization of our work in 1915 and 1917, to which reference has been made earlier in this report, added responsibilities were laid upon the Education Society while financial resources did not keep pace with the growing demands. At the National Council of 1921, after a careful study of the situation made by a special commission, it was evident that the needs of Christian education in our colleges called for more of personal attention than could be given under existing conditions. As a result, the Council established a special commission, the Congregational Foundation for Education, with the following purposes.

1. To promote the ideals of the churches of the Congregational fellowship through institutions of secondary and higher education which possess those ideals and share in that fellowship.
2. To make available the resources of our fellowship for the counsel and encouragement of these institutions in the realization of our common purposes.
3. To establish a permanent fund, the income of which shall be used to aid the upbuilding and maintenance of these institutions.
4. To provide an agency for the study of the educational problems of these institutions and for the administration and distribution of these funds, in such ways as shall best further the common interests and ideals of these institutions and our churches, by the maintenance in these institutions of high standards of educational efficiency and moral and religious purpose.

— *Report of the Foundation to the National Council of 1927.*

A Board of Trustees was appointed, Dr. George W. Nash was elected as its executive officer, and headquarters were established at Chicago. During the next five years a very considerable amount of work was accomplished in the way of studying local situations, advising college authorities with reference to special problems of administration, and giving financial aid to many institutions. A beginning was also made toward the establishment of the permanent fund, through the generous gift of one friend of our educational institutions, amounting to \$20,000, on which an annuity is now paid.

Much of this work, by its very nature, had to be done quietly and it is doubtful if its true value has been at all adequately understood.

Meanwhile the study of our denominational organization under the leadership of the Committee of Twelve was proceeding and, as part of the resulting merger, the Foundation for Education was reunited with the Education Society, but with provision for a special committee of fifteen, acting under the Board of Directors, and for a full time executive, coördinate in rank with the secretaries of Religious Education and Promotion.

This merger was consummated at Omaha in June of 1927. Since that time the Foundation Committee has been earnestly prosecuting the search for an Executive and also carrying on the general work committed to the Foundation at its establishment. Dr. Nash has continued to serve as Executive officer, giving such volunteer service as he could in view of his primary responsibilities as President of Yankton College. The office work was transferred to the Education Society at Chicago, and Dr. Robert W. Gammon was appointed to supervise the same. This has resulted in a further systematizing of details and a considerable saving in overhead expense. Mention should be made of the efficient and helpful service of Miss Sallie A. McDermott, Assistant Secretary in the Chicago office, in connection with the details of this work. The Society and the denomination are also greatly indebted to Mr. John R. Montgomery who, as Chairman of the Foundation Committee, has given much time from his busy life to the administration of its affairs.

In spite of the obvious handicaps of this situation, important work has been done in the study of individual institutions by special commissions and financial aid has been given to many institutions, several of which would hardly have been able to continue without it.

The assets and funds of the Foundation were transferred on January 1, 1928, to the Education Society treasurer. The necessary accounts have been opened in the Society's books and the financial records of the Foundation are accurately and systematically kept. The detailed financial report of the Foundation is given below.

The chief problem of the Foundation, upon the solution of which any aggressive forward movement in its work must depend, is the discovery and appointment of an Executive. In its search for the right person to occupy this post the Committee has faced some difficult questions involving a variety of relationships. These questions will come before the Board of Directors of the Education Society at its meeting at Minneapolis in May of this year, and it is to be hoped that a satisfactory solution may be found which will make progress possible in this exceedingly important and strategic phase of our denominational life.

FINANCES

On December 30, 1926, the accumulated deficit of the Society, amounting to about \$50,000, had been reduced to \$37,600. In keeping with the policy to which it had set itself, the Board of Directors made further reductions in its budget in order that it might not only keep within its estimated income, but wipe out this indebtedness. On December 31, 1927, the total deficit, as between assets and liabilities, had been reduced to \$9,841. Receipts during the month of January, 1928, enabled the Society to dispose of this and to pay off all notes at the bank.

During this process of struggle with indebtedness there was encouragement in the prospect that, with the deficit out of the way, it might become possible to resume some of the service that had been curtailed and to meet some of the more pressing needs to which we had been able to give no attention in the past. The reduction of one per cent in the Society's apportionment for 1928 put an end to such hopes and compelled still further curtailments of a budget already inadequate to the needs. It is evident that, if we are to measure up in any satisfactory way to the growing demands of the churches for service in the field of religious education, the Education Society must add materially to its income through legacies, conditional gifts, and other individual contributions. It is hoped that the new schedule of rates on Conditional Gifts with annuity payments will result in additional income from this source, and our Society has coöperated in the general campaign on this subject conducted by the special committee of the Commission on Missions.

FINANCIAL STATEMENT

For the Year ending December 31, 1927

General Account

INCOME

Churches and Individuals	\$136,843.01	
Legacies	10,500.00	
Income, Student Aid Investments	9,968.83	
Annuity Gift Investments	712.96	
General Investments	8,583.22	
Legacy Reserve Investments	398.17	
John Ward Fund Investments	520.45	
Sale of Literature	700.31	
Other Receipts	2,501.01	
	<hr/>	\$170,727.96

EXPENSE

General Administration	\$11,663.95	
Business Department	7,228.44	
Missionary Education	14,767.08	
Social Relations	15,852.07	
Student Life	4,720.06	
Young People's Work	5,413.33	
Leadership Training	6,728.26	
Elementary Work	519.50	
Field Work	47,039.87	
Student Aid	7,126.00	
Ward Academy	520.45	
University Pastors and Student Work	21,073.78	
Denominational Assessments	17,111.55	
Interdenominational Work	3,125.56	
Annuity Payments	1,078.90	
	<hr/>	\$163,968.80
Surplus for the year		6,759.16
		<hr/>
		\$170,727.96

ASSETS	
Bank Balances—General Funds	\$ 390.39
Investment Fund	2,710.91
Legacy Account	4,613.08
Petty Cash	50.00
Accounts Receivable	63.30
Notes Receivable	241.68
Mortgage, Windom College Property	19,000.00
Trust Fund Investments	
Student Aid Funds	\$194,839.96
Annuity Funds	13,988.14
Penniman Fund	645.11
Sanders Fund	7,585.21
John Ward Fund	12,780.37
General Funds	171,727.81
Reserve Legacy Funds	5,635.00
	<u>407,201.60</u>
	<u>\$434,270.96</u>

LIABILITIES	
Notes Payable	\$25,000.00
Accounts Payable	4,586.85
Legacy Reserve	\$ 10,248.08
Trust Funds	
Student Aid	195,840.40
Annuity Gifts	14,228.18
Penniman Fund	645.11
Sanders Fund	7,585.21
John Ward Fund	12,828.69
General Funds	173,149.92
	<u>414,525.59</u>
	<u>\$444,112.44</u>
Deficit, December 31, 1928	\$9,841.48

COMPARATIVE STATEMENT OF INVESTMENT AND LEGACY ACCOUNTS

ASSETS		LIABILITIES	
Investments	\$407,201.60	Legacy Reserve	\$10,248.08
Cash, Investment Acct.	2,710.91	Trust Funds	404,277.51
Legacy Account	4,613.08		<u>\$414,525.59</u>
	<u>\$414,525.59</u>		

Foundation for Education Account

INCOME

Contributions	\$52,871.67	
Income from Investments	1,184.80	
	<hr/>	\$54,056.47

EXPENSE

Payments to Educational Institutions	\$50,194.39*	
Administrative Expense		
Salaries and Accounting Costs	\$1,769.91	
Rent and Light	148.66	
Telephone and Telegraph	96.28	
Postage and Printing	175.53	
Travel and Meetings	705.96	
	<hr/>	2,896.34
Promotional Expense		
Commission on Missions	\$3,602.50	
Regional Office	186.31	
American Missionary	288.75	
Advertising	320.41	
	<hr/>	4,397.97
Annuity Payments	1,200.00	
	<hr/>	\$58,688.70
Deficit for the Year	\$4,632.23	

*PAYMENTS TO INSTITUTIONS

*Paid in 1928 on account
of 1927 grants*

American International College	\$ 600.00	\$ 300
Atlanta Theological Seminary	1,767.22	500
Bangor Theological Seminary	3,058.44	750
Billings Polytechnic Institute	909.88	300
Congregational Training School	866.94	
Country Life Academy	75.00	
Doane College	3,750.00	1,000
Fargo College	3,933.20	1,000
Iberia Academy	637.42	300
Kidder Institute	637.43	300
Northland College	2,932.86	1,000
Olivet College	3,750.00	1,000
Pacific School of Religion	1,010.00	500
Pacific University	4,750.00	1,000
Piedmont College	3,202.98	1,000
Pomona College	144.00	
Redfield College	1,675.00	300
Ripon College	1,000.00	500
Rollins College	2,750.00	500
Schauffler Training School	3,036.84	1,000
Tabor College	1,180.00	
Thorsby Institute	945.70	300
Union Theological College	3,176.47	900
Ward Academy	1,155.01	300
Yankton College	3,250.00	1,000
	<hr/>	
Total	\$50,194.39	\$13,750

Apportionment receipts for the first four months of 1928 give some ground for encouragement. The Education Society received for its General Work up to April 30, \$14,418.06, as compared with \$15,830.08 last year. This is a loss of \$1,412.02 but, as our percentage has been reduced from 6 per cent to 5 per cent, these receipts are \$1,226.33 higher than they would be if the churches had given no more than in 1927.

The receipts of the Foundation for Education account, where there has been no change in percentage, show a gain of \$1,163.91.

For the Board of Directors

HERBERT W. GATES,
General Secretary of Religious Education.

CONDITIONAL GIFTS

Many persons interested in the building of a Christian World would gladly share in this enterprise by means of a substantial gift of money, but circumstances require that they, or others dependent upon them, shall receive the income from the money which they would otherwise like to give.

The Conditional Gift Plan makes it possible for Desire and Need to meet. The money is given to the Congregational Education Society for its work. The Society gives to the donor a bond assuring a certain rate of interest during his lifetime, or that of the beneficiary named. Afterwards the money is used to promote the work of the Society in Christian Education.

The New Schedule of Rates

The rate of interest paid depends on the age of the donor or the beneficiary designated by him when the gift is made. Payments are semi-annual.

The new rates effective on all gifts made after January 1, 1928, are as follows :

(SCHEDULE)

<i>Age</i>	<i>Rate</i>	<i>Age</i>	<i>Rate</i>	<i>Age</i>	<i>Rate</i>	<i>Age</i>	<i>Rate</i>
*20	3.5	36	5.0	52	5.5	69	6.9
21	3.6	37	5.0	53	5.5	70	7.0
22	3.7	38	5.0	54	5.6	71	7.1
23	3.8	39	5.1	55	5.6	72	7.2
24	3.9	40	5.1	56	5.7	73	7.3
25	4.0	41	5.1	57	5.7	74	7.4
26	4.1	42	5.1	58	5.8	75	7.5
27	4.2	43	5.2	59	5.9	76	7.6
28	4.3	44	5.2	60	5.9	77	7.7
29	4.4	45	5.2	61	6.0	78	7.8
30	4.5	46	5.2	62	6.1	79	7.9
31	4.6	47	5.3	63	6.2	80	8.0
32	4.7	48	5.3	64	6.3	81	8.1
33	4.8	49	5.3	65	6.4	82	8.2
34	4.9	50	5.4	66	6.5	83	8.3
35	5.0	51	5.4	67	6.6	84	8.4
				68	6.8	85	8.5

*Below age 20 — 3.5%.

CONDITIONAL GIFTS FOR CHRISTIAN EDUCATION

A Plan which provides
**A STEADY INCOME FOR LIFE and a
PERMANENT INVESTMENT IN
THE CHRISTIAN TRAINING**
of Childhood and Youth

What a Conditional Gift Will Do

A few suggestions of the service that may be carried on through such a gift, if designated for permanent funds, the income only being used.

\$2,500 will furnish a teacher for a community teacher training institute.

\$3,500 to \$5,000 will supply a trained leader for one to three summer conferences every year.

\$5,000 will supply an income from which the fees of special writers of missionary stories and outlines may be paid.

\$10,000 to \$25,000 will furnish appropriations for University Pastors in missionary states. One such man may influence for good hundreds of students each year.

\$50,000 will supply a yearly grant for a college or academy in which hundreds of young people may secure a higher education under Christian influence.

For new schedule of rates effective on all gifts made after January 1, 1928, see other side of this page.

For further information, address

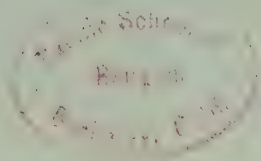
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ANNUAL REPORT
1931 - 1932



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(Continued on 3rd cover page)



WISCONSIN CONGREGATIONAL YOUNG PEOPLE'S CONFERENCE, GREEN LAKE, WISCONSIN, JULY 1932





CURRENT ISSUES CLASS, YOUNG PEOPLE'S CONFERENCE, CRETE, NEBRASKA, 1932

REPORT

OF THE

CONGREGATIONAL EDUCATION SOCIETY

THE WORK OF THIS SOCIETY

To the Education Society is assigned the task of leadership in religious education. Its general objective was thus defined by the Commission on Missions and approved by the National Council.

"There is need for a definite and effective program of religious education on the part of the church, in order that its people may understand the religious aspects of the problems and duties confronting them and that they may deepen their convictions regarding the fundamentals of historic Christianity."

If this statement of need was valid in 1917, it is doubly so at the present time. Never was there greater need of vision concerning the religious aspects of social, economic, and personal problems, and of deep conviction regarding the fundamentals of Christian faith.

Any program which seeks to meet these needs must have two modes of approach: individual and social. These go hand in hand. Society and the church are determined by the individuals of whom they are composed. The character development of individuals is profoundly affected by the standards and customs of the group in which they live. No attempt to influence the growth of character in the individual can wisely ignore the social group and *vice versa*.

Out of this general statement of needs and objectives emerge certain specific objectives which the Society holds as goals and guides in its work.

- (a) The cultivation of a *home life* in which the presence of God is definitely recognized, in which the standard of values is that of Jesus, setting the spiritual above the material, regarding service as the highest privilege and injury to character as the greatest calamity.
- (b) A religious training in home and church which shall help each person, according to his age and capacity, to think clearly and constructively about religion, the Bible, life problems, and the facts of religious experience as related to scientific truth.
- (c) The fullest possible opportunity for higher education which shall bring to their best development the powers of mind and will, holding ever before the student as an ideal, the desire to know the laws of nature and of life that he may use his knowledge in the service of God and of man.

- (d) For old and young, a consistent training in Christian service in the community, the nation, and the world; that shall give to instruction its practical significance and establish habits of good will and of loyalty to Christ and to his church.

THE METHOD OF WORK

In its attempt to provide a program of religious education that shall meet these needs, the function of the Education Society is not primarily that of direct service, although much of that is constantly rendered by members of its staff, but rather that of making available to the churches, plans and methods that will help them to develop their own programs, stimulating interest in these and deepening conviction as to their central importance. Herein lies a certain distinction between the work of this Society and that of the missionary organizations. The Education Society does not maintain churches or schools, nor does it help to maintain them except in the case of those institutions of higher education that are aided by appropriations from its treasury. Its work is rather to gather information about practical plans and methods, to disseminate this information among our churches, and to counsel with their leaders to the end that each church and school may bring its own work to a higher level of effectiveness. This service is rendered, also, not only to the missionary, but to the self-supporting church; the strongest as well as the weakest.

In another way the service of the Society is indirect. Much of it is rendered, not immediately to the local church, but through state and association agencies and leaders, thus helping them more successfully to guide their own constituencies. This procedure is in accord with the spirit of our Congregational and Christian policy and conserves the value of short-range promotion of the work by those who are closest to the local church. The method does, however, constitute, a certain handicap for the financial support of the Society, particularly in the matter of individual gifts and legacies. It does not bring the work of the Society so directly to the attention of individuals from whom such gifts must come. Many are benefited by improved methods of religious education for themselves and for their children and rejoice therein without being in the least aware of the share which the Education Society has had in making this improvement possible.

HOW THIS WORK IS ORGANIZED

For the administration of its work the Society is organized by departments, each with its special responsibility and headed by men and women of experience and ability in the field to which they are respectively assigned. Three of these departments have to do with age groups,

three with aspects of work. The organization may be shown in tabular form, as follows:

Administrative Work

carried by two secretaries of co-ordinate rank

HERBERT W. GATES, General Secretary of Religious Education; responsible for general administration and giving such attention as is possible to phases of the work for which no special leadership is available.

W. R. KEDZIE, Secretary of Educational Institutions; responsible for promoting the interests of our educational institutions under the direction of the Committee appointed for this work.

Age Groups

Children's Work: no secretary.

Young People's and Student Work:

HARRY T. STOCK and Miss LUCY
M. ELDREDGE, Secretaries.

Adult Work: no full-time secretary,
MR. LOBINGIER giving such leadership as he can in addition to his other duties.

Aspects of Work

Missionary Education and World
Friendship:

JOHN L. LOBINGIER, Secretary.

Social Relations:

HUBERT C. HERRING, Miss HELEN
G. MURRAY, and Miss KATHARINE
TERRILL, Secretaries.

Leadership Training:

ERWIN L. SHAVER, Secretary.

It is the task of the departments for the various age groups to furnish to the churches information and suggestions that will help them in developing a comprehensive and well-balanced program of religious education for each age group. The departments of Missionary Education and Social Relations promote interest in these aspects of Christian living and also suggest to the various age-group departments material appropriate for their respective programs, while the Department of Leadership Training helps to provide better leadership for the entire program.

The Division of Educational Institutions, under the leadership of Dr. Kedzie, seeks to help our schools and colleges to secure the financial support needed for their work and to give administrative counsel where needed and requested.

Two gaps exist in this organization which constitute a serious handicap to more effective service. We need a full-time secretary for the department of Children's Work and for that of Adult Work. There are many demands for service which cannot be met without such leadership.

FIELD WORK

An important point of contact between the Society and the churches is provided by our Field Secretaries. It is their work to carry to the churches the plans and programs suggested by the Society, and to promote within their respective districts the development of vital Christian

education in home, church, and school. Each field secretary works with the state and association educational committees in the same spirit of co-operation and service that should exist were he officially a member of the state staff. To a much larger extent than is possible for members of the headquarters staff, they are able to get into the local churches and serve them by direct counsel. In most of the states in which our field secretaries work they are officially designated by the state boards as the executive officers of the educational work. They take a leading part in the organization and promotion of summer conferences, leadership training, missionary education, and other features of the educational work. Because of their closer contact and more intimate knowledge of the conditions prevailing in the churches of their respective districts they are also able to bring to the headquarters staff the reactions of their constituencies, thus furnishing invaluable guidance in the development of the total program.

Inasmuch as our staff of field secretaries is extremely limited and as they are obliged to serve from two to eight or ten states, the administration of our entire educational service would be hopelessly handicapped were it not for the work of the educational secretaries employed by five state conferences and one city association, that of field workers of the Extension Boards, several of whom are well fitted by training and experience for service in religious education, and the hearty co-operation of some state superintendents. With these workers the Society co-operates in the same spirit as with its own field secretaries, furnishing them with its literature and bulletins and availing itself of their counsel. An invaluable feature of our work is the annual conference of the staff members of the educational boards with these other workers. In these conferences the policies, plans, and materials developed are scrutinized and discussed in general and in detail, in a spirit of utmost frankness and constructive criticism and in the search for any improvements that may make them more effective.

RESULTS OF THE WORK

A complete tabulation of all the results of our work can never be made. This is one of the promotional handicaps under which any educational program must rest, whether in the local church or in the denomination. Much of the best achievement is intimately personal and confidential. Much of it is found in slow growth, a continuing process impossible to delineate at any particular stage. The handicap consists in the fact that it is difficult to set forth much of our educational service in terms that are as concrete and possessed of as much of popular appeal as is the case with a great deal of our missionary service.

There are, nevertheless, certain developments of decided significance which can be reported.

1. Young People's Work

This department is under the leadership of Dr. Stock and Miss Eldredge. The quiet but constructive program developed during the ten years since the department was established has been an undoubted factor in the steady gain in the membership and quality of work in our young people's organizations. While statistics are seldom entirely reliable, these figures in our Year Book are encouraging.

Membership of Young People's Societies

1920—107,522	1928—149,887	The figures for 1930 and 1931 include the combined Congregational and Christian membership.
1922—116,402	1930—167,397	
1924—119,478	1931—179,267	
1926—121,868		

Even more significant than numbers is the development in the quality of work done in these organizations. Our young people are earnestly studying questions of personal religion, missionary service, economic and social relations, Christian citizenship, and their responsibilities to the church, and are showing the results of this study in growing initiative, more willing service, and an increasing readiness to respond to intelligent and friendly guidance.

During the last two years our young people's summer conferences have not only weathered the depression but have actually gained, although many other similar enterprises have suffered serious losses. With a minimum of promotion from the Society, but with its hearty co-operation in the way of educational guidance, the number of these conferences has increased from 17 in 1922 to 47 in 1932. While accurate figures are not available at the time of writing this report, it is safe to say that not less than 6,000 young people attended these conferences during the past summer. The significant fact is that this growth has come, not through promotional efforts, but because of the recognized value of the summer conference as one of our most effective means of religious education and Christian leadership training. In the fall of 1931 many expressions of regret were received from local churches that they had been obliged to curtail the number of delegates sent to the summer conference and also expressing the conviction that it had been a costly economy. This conviction seems sustained by the fact that our churches, still compelled to financial retrenchment, sent their young people to the conferences this summer in larger numbers than ever before.

The Department has developed a considerable body of helpful literature which is widely used. Two items may be mentioned as of particular importance.

The Young People's Bulletin. Beginning some years ago as an occasional mimeographed sheet of suggestions on practical methods, useful books, programs, etc., this has grown into a printed quarterly Bulletin furnished to about 10,000 pastors and leaders in young people's work. This year its form has been changed into a standard booklet size, punched for binding in a loose-leaf folder. This has added to its popularity and to the demand for it. The successive issues constitute a growing library of practical and permanently valuable suggestions. This Bulletin has been sent free to pastors and leaders requesting it. Of late so many churches have been asking for duplicates, some of them for ten or a dozen each, that it has become necessary to set a price upon additional copies furnished to one church or society.

The Christian Life Topics. Another important item in the service of this department has been the series of topics for use in young people's groups which for several years have been outlined by Dr. Stock with comments published in *The Wellspring* and used by an increasing number of our young people's organizations. These topics have commended themselves to such large numbers because of their timeliness, adaptation to the interests and needs of youth, and the helpful and stimulating character of the weekly comments. In addition to these, the Christian Endeavor topics are treated weekly by the secretaries of the Department. The original series of Christian Life Topics is replaced this year by those in *The Pilgrim Highroad*, published by the Methodist Church, South, upon a co-operative plan by which our Publishing Society furnishes a certain amount of material for each issue, thus affording opportunity for the promotion of plans recommended by our Department. This magazine also contains helps on the senior group-graded lessons.

When the merger of the Congregational and Christian churches was effected the Education Society had the good fortune to add to its staff Miss Lucy M. Eldredge, the Young People's Secretary of the Christian Church. Miss Eldredge shows rare skill in the organization of young people's work, in her field and summer conference contacts, and in the development of program helps, and she has co-operated most heartily and effectively in the creation and promotion of the program for the young people of the merged organization.

2. Student Life

This department is closely allied to that of the Young People's work and is under the same secretarial direction. Our work with students falls

into two main divisions: the furnishing of aid through loans to young people in training, and cultivation of the religious life of students in our colleges, state universities, and similar institutions of learning.

(a) Student Aid. The Society gives financial aid in the form of loans upon easy terms to young men and women who are studying for the ministry and other forms of Christian life service. These loans bear no interest during the course of training nor until they become due on the first of January in the fourth year after completing the theological or other training course. About 100 young people each year share in this help to which many of our most distinguished leaders in the church gratefully acknowledge their indebtedness in years gone by.

(b) Religious life in the college and university. This Society is helping through financial appropriations to maintain university pastors at 21 different points during the year. Others are supported by various state conferences, but to these also the Society renders an important service by furnishing suggestions on methods of work, material for study and discussion, outlines for leadership training, visitations to colleges and universities, and aid in recruiting work. The strategic value of our service through university pastors cannot be too highly estimated. More than 20,000 young people of Congregational affiliation are students in these public institutions of higher education. They come from our churches and from their ranks much of the strongest leadership of the church must come. With the tremendous growth of these institutions, especially in the Middle West and West, and because of the advantages which they offer in the way of equipment and opportunity for research, large numbers of our ablest young people are attending them. The university pastor seeks to build upon and to supplement the religious education received in the home church and to fit the student for better Christian service. He helps these young people to meet the crucial tests of university life, intellectual and moral, and to reach firm and abiding foundations for religious faith. The Society regards so highly this item in its program that it has taken special pains to safeguard it as far as may be possible from curtailment under financial pressure. So important is it that we feel justified in quoting some extracts from a sermon preached by Dr. Russell Henry Stafford, of Old South Church, Boston, who treats the subject not only from the standpoint of careful observation but also in the light of practical experience as a pastor in one of these university churches.

"There is need of a major increase in Congregational representation at most of the state universities. The Catholics with their Newman Clubs, and the Methodists with their Wesley Foundations, have set us an example which we have been slow to emulate. Yet it often happens that the only representation given to a thoroughly modern view of religion, such as will attract the most competent students, at public institutions, is that which Congregationalism affords. If

through the four years of their lives most formative of their standards and aims most of the young people in vast areas of America are left without strong and persuasive religious influence, what hope can there be that their lives will be steadied, in the storms of the hard new world with which they have to deal, by deep, firm, broad faith in God and the eternal values?

"Yet it often happens that the Church near the campus is a weak Church, weakly manned. There are exceptions, of course, but these exceptions, alas, prove the rule. I speak from personal experience, for I served for four years as Pastor of a University Church. My aim there, in addition to such preaching as might challenge the minds of our students and stir their souls if I could do it, was to show them a model parish in effective operation, and to offer them pastoral service exactly as though they were regular members of my parish, instead of treating them as a special class. The response was more than I could have hoped for. But so slender were our financial resources that I should have broken in health, and our effort must have failed, if it had not been for a grant from the Education Society which financed indispensable assistance on my staff.

"I felt then, however, and I still deeply believe, that it is a mistake for a young man with his spurs yet to earn, or a second-rate man who will never earn them, to be placed at so strategic a point. The time must come, if we are to minister properly to youth, when the foremost ministers in our fellowship will be placed by the denomination in these college pulpits, where the need of strong leadership is most manifest and most acute. . . .

"If such provision is to be made for these needs, as in the view of all thoughtful observers the case requires, it will be made by the Churches of our fellowship through the Congregational Education Society, which is already engaged in a most statesmanlike handling of the situation to the very limit of its carefully husbanded and wisely expended resources."

A helpful instrument in this work is *The News Letter for Workers with Students*, a quarterly mimeographed publication sent to about 500 pastors and workers in communities where there are colleges and universities. It serves as a medium of exchange for tried plans and methods, recommends emphases and procedures applicable to student programs, and serves to keep leaders informed regarding pertinent books, courses, etc. That it meets a distinct need is evident from the letters which come from workers in all parts of the country.

Other significant features of our work with young people and students will be treated later in this report under the heading, *Co-operative Service*.

3. Leadership Training

This department is under the direction of Rev. Erwin L. Shaver and his assistant, Miss Bertha R. Kelley. Its work concerns the problem which, after all, lies at the heart of our entire enterprise. The best of plans, methods, or materials will be no more effective than is guaranteed by the wisdom and skill with which they are used. During the five years since the establishment of this department its service has increased just about



THIRD GRADE CIRCLE PERIOD, BRYN MAWR COMMUNITY CHURCH SCHOOL, CHICAGO, ILLINOIS



YOUTH ACHIEVE DEPARTMENT AT WORSHIP, ROGERS PARK CONGREGATIONAL CHURCH SCHOOL, CHICAGO, ILLINOIS

fivefold. The number of credits issued for leadership training work last year was 6,276, of which all but a few score were for standard work. This is an increase of 40% over the record of 1930 and 800% over 1924, the first year in which records of credits were kept.

In co-operation with several other denominations we adopted the International Council emphasis on leadership training for 1931-32, and the slogan, "Every Church Training Every Leader," the purpose being to make the local church leadership-training conscious. The resulting promotion of this emphasis seems to have been worth while.

This year has seen the launching of a new plan of *Coaching Conferences*, with the aim of making our leadership training program less of an "imported affair" and more of an indigenous enterprise. In company with leaders of other denominations a four-day conference was held at Columbus, Ohio, with the purpose of setting up a number of coaching conferences in which, at convenient centers, leaders of leaders may be trained for the local church and community. Secretary Shaver has taught in five of these conferences during the year, at Dayton, Ohio; Upland, Indiana; Tower Hill, Michigan; Lake Winnepesaukee, New Hampshire; and Newtonville, Massachusetts.

An effort has been made to extend the amount of training for Christian leadership in co-operation with our denominational colleges by giving recognition to work done therein along lines that fit the student for lay and professional leadership in religious education. The response has shown interest, most of the colleges have pledged their support, and at least five have begun to report credits earned by their students.

A paragraph from Secretary Shaver's annual report to the Administrative Committee of the Society deserves quoting here because it illustrates the work done by our field secretaries, state secretaries, and others in promoting our educational work and incidentally suggests the way in which leadership training is growing.

"Our program would not get very far if it were not for the field secretaries of the Society and the State Conference directors. Each one has done some special type of leadership training work. Mr. Grey has developed a circuit type of school in Washington and Oregon; Mr. Estabrook has taught in interdenominational Standard schools in Colorado and other Rocky Mountain states; Dr. Murphy has set up several denominational Standard schools in Nebraska and South Dakota; Dr. Gammon has added a laboratory school to the Tower Hill Standard Summer School for leaders in Illinois and surrounding states; Dr. Fisk, in Ohio, has promoted Standard classes in the local church; Mr. Oaten, new to the Southern California field, is familiarizing himself with our materials and joining in the co-operative work with the Southern California Council; Dr. Montgomery, in Iowa, has initiated a movement for training leaders of adult discussion groups; Mr. Condit has ardently promoted the 'Every Church Training Every Leader' emphasis; Miss Stearns has worked through the New Hampshire State Council and taught

in several intensive schools; Miss Eldredge has laid special stress upon Standard summer schools in the South and Southeast."

Development of the Workers' Conference in the Local Church. This has been an important and encouraging feature. A large majority of our workers in smaller churches are not within reach of the community training schools in the larger centers. It has been the purpose of our Department to make its service available to those who need it in so far as its resources will permit. To this end emphasis has been placed upon the opportunity afforded by the workers' conference in the local church for an informal but very practical type of leadership training. Suggestions on method have been issued and more than 50 programs have been outlined adapted to this purpose. These have been widely used and with growing appreciation.

Other items of this work, also, will be noted under *Co-operative Service*.

4. Missionary Education and World Friendship

When this department was established in 1916 upon recommendation of the National Council, two main objectives were in view: the unification of the missionary education program of the denomination and the recognition and promotion of missionary education as an integral and essential factor in Christian education. These aims have been constantly kept in mind in the administration of the Department. Programs formerly issued by individual boards have been unified. Great appreciation has been expressed by church workers of the fact that they can secure information and suggestions promptly and without duplication of correspondence. The emphasis upon the educational aspects of the program and its relation to Christian education as such has won the approval of pastors and educational directors and has made possible the introduction of this work into many churches and schools to an extent that would not have been possible without this emphasis. The primary aim of the Department is the enrichment of Christian character through wider knowledge of and participation in Christian missionary enterprises. It has put interest and vitality into the work of hundreds of church schools and has developed loyal support for our missionary enterprise and led many young people to devote themselves to lives of Christian service. Considerable progress has been made in the integration of mission study and service into the regular program of the church school. Mission study books are being introduced into the regular curriculum. Departmental programs are giving missions a leading place and our lesson writers are making more prominent the missionary motive and achievement in their outlines. This is of the utmost importance. The intelligent and loyal support of our missionary work has been greatly handicapped by the fact that

missions has been so largely promoted as a separate and distinct undertaking rather than as a necessity in Christian experience and an inevitable expression of true Christian spirit.

This department of the Education Society, in its development of a comprehensive program of missionary education, serves the interests of all the boards, home and foreign. The effectiveness of this service has been increased by the hearty spirit of co-operation between the leadership of the American Board educational department and that of our Department of Missionary Education and also by the creation of a Committee on Missionary Education under the Commission on Missions. This committee, authorized by the National Council, includes official representatives of the missionary boards, the regional committees, and the Commission on Missions; and the secretaries of religious education, young people's work, and missionary education of the Education Society. The Secretary of Missionary Education is its executive officer and does a large part of his work in this capacity. This committee, at present operating under the Co-operative Council as its committee on educational materials and methods, has proved itself to be an effective agency for genuine co-operation on the part of those responsible for our missionary education program.

An important feature in the work of this department has been the promotion of the World Service schools, of which there are now about 2,400. The name "World Service School" designates a church school which definitely includes missionary education in its program and is registered with this department in order that it may receive the materials and suggestions on method which are being constantly furnished. A significant development in this connection has been the increasing number of primary and junior leaders who are registered with the Department and are receiving graded materials of high quality for use with their pupils. A few years ago about 1,200 such leaders were registered. At the date of writing this report 1,980 primary and 1,924 junior leaders are registered.

The volume and quality of *missionary education material* have developed as rapidly as our limited resources would allow. The programs for World Service schools, graded programs for primary and junior children, study and discussion outlines, simple programs for women's societies, and practical suggestions on the methods and materials of missionary education have been favorably received and more and more widely used.

The secretary of this department is responsible for the preparation of comments on the missionary topics in the Christian Endeavor series, about one-fourth of the total number for the year; also for those in our Christian Life series. These have been published in *The Wellspring*, now replaced by *The Pilgrim Highroad*.

The Department has sought in every way possible to promote *missionary reading* as an important means of developing missionary interest and co-operation. It issues each year a reading list of missionary books which are made available for the use of state and association groups, some of which also provide their own lists. A few years ago our Department experimented with traveling libraries which might be lent to church schools and other groups for the stimulation of such *missionary reading*. We now have 55 of these libraries and the records show not less than 9,000 readers during the past year. These numbers might easily be doubled if the necessary funds were available.

World Friendship: a Missionary Education Bulletin. This bulletin is in its third year, its usefulness having been evidenced by the increasing circulation, now 7,500. It is issued three times a year and is sent free to all World Service correspondents and to pastors and other leaders on request. It contains a wealth of suggestions on plans, methods, and information regarding literature, programs, and the like.

A considerable part of the work of this department has been done in co-operation with leaders in other denominations and will be noted under the head of *Co-operative Service*.

5. Social Relations

This department is under the guidance of Secretary Hubert C. Herring, with whom are associated Miss Helen Grace Murray and Miss Katharine Terrill. Like the Department of Missionary Education, this department carries responsibility for emphasis upon an essential factor in Christian life and experience. The extent to which religious education influences attitudes and conduct in all human contacts and relationships must be taken as a fair test of its Christian character. The necessity for such emphasis has been made all the more apparent by the economic distress and industrial disorder of the present day, while at the same time the work of the Department has become increasingly delicate and difficult. Our churches have been stirred to a more serious consideration of their responsibility in the field of social relations. The racial situation in the United States was never more acute. Unemployment taxes the ingenuity and generosity of every community and arouses fresh inquiry as to the possibility of preventive as well as remedial measures, and the growing interest in this department of our work finds constant expression well described by Secretary Herring in a recent report to the Administrative Committee.

"Ministers and laymen are feeling the repercussions and are increasingly aware that the church must have a share in the work of exploration and education. A new humility is in the air; the jauntiness and assurance of prosperous days are gone; and all are in the mood for serious study of our common responsibilities.

The international crisis has brought a quickening of conscience of individual and group responsibility, and everywhere we find an increased determination to study our responsibility toward the movement for disarmament, for the furtherance of international co-operation, for the ending of war, and for the education of public opinion as to the issues involved."

To meet this growing need the Department carried on activities which may be summarized under the following heads:

(a) Organization and development of a denominational program on social relations. This involves co-operation with such agencies as the National Council Commissions on Race Relations, International Relations, and Social Relations, with which this department works in close co-operation; the New England and Mid-West Regional Committees on Social Relations and the committees that have been organized in at least 37 states throughout the country.

(b) Seminars, institutes, and conferences. Our social seminars in the fields of inter-racial, industrial, and international relations have reached many thousands of people during the past few years. Their object has been to bring together thoughtful leaders, representing various aspects of the social issues under discussion, and engaging them in frank and serious discussion of the church's obligation in these areas. The seminars in Mexico and the Caribbean, conducted by Mr. Herring but financed independently of the Society, have enrolled over 700 people. The seminars on race relations in the South, in New York, in Boston, and in Chicago have aroused discussion and inspired action. The seminars on industrial relations have been effective in encouraging more earnest study of these issues.

(c) Programs in connection with regional and state conferences. Mr. Herring and his associates have been in great demand as speakers and discussion leaders at state and regional meetings to which an increasing amount of time has been given and in which the deepest interest has been manifested. The state and regional committees have taken a leading part in organizing and planning these programs which have been very effective in the development of interest.

(d) Forums and discussion groups. Each year has seen steady progress in the organization of groups for social discussion. One of the most significant of these is in the Chicago area where, under the energetic leadership of Dr. Guthrie and Mrs. Wilson, and others, eight or more forums have been conducted in strong churches under the general theme of "A Planned Christian Economic Order."

(e) Literature. Miss Katharine Terrill has had particular charge of this part of the work. The Department has refrained from publishing material which is elsewhere available. It has drawn freely upon the prod-

ucts of many organizations in the field of social relations and has been instrumental in giving wider circulation to their publications.

Among its own publications the principal place is held by the monthly bulletin, *Church and Society*, the object of which is to furnish trustworthy information, facts for discussion, and suggestive outlines for the use of pastors and other leaders. Each issue endeavors to concentrate upon some topic of current interest and many of these have met with a demand which necessitated reprinting.

The *News Letter*, prepared monthly by Miss Murray primarily to keep state and local chairmen of social relations in touch with the Department, furnishes a digest of current literature and events in the field of social relations and supplies suggestions for social action.

Material has been supplied for the *Adult Bible Class Magazine*, including special series of articles and the weekly social interpretations of the Sunday-school lessons. The members of the Department staff have also contributed widely to various magazines and periodicals, articles which have aroused interest and stimulated thought.

A very large portion of the work of this department has been carried on in co-operation with other agencies, both denominational and non-denominational, as noted under *Co-operative Service*.

6. Children's Work and Adult Work

In these two departments, as indicated in the section on Organization, we have serious gaps in our leadership. The interests of these two departments are closely allied. It is obvious that we cannot safely neglect the opportunities for religious influence and training in the more plastic and impressionable period of childhood. Work done at this time is more far-reaching and certain in its results than at any other time. The opportunity to anticipate and prevent mistakes instead of having to correct them at heavy cost is particularly present in the work with young children. It is no less true that the new recognition of the influence of environment and personal influence in character formation makes adult education imperative. It is the men and women, the parents and older persons who have in their hands the making of the society, the communities, and the homes in which our children grow up. Unless we can impress upon them the responsibility which is theirs, lead them in earnest effort to improve conditions, and teach them how to exert their influence upon the younger generation wisely and well, we are placing our work with children and youth under a tremendous handicap.

We need in both of these departments full-time leadership of the same high quality that we have in the other departments of our work. Each of the interests involved calls for a well-balanced, comprehensive,

and constructive program. All the members of our staff are doing the best they can, in addition to their primary responsibilities, to supply this need. We are making use of part-time and volunteer leadership for special activities, but we earnestly hope that the day may not be too far distant when these urgent needs can be more fully met.

THE DIVISION OF EDUCATIONAL INSTITUTIONS

At the National Council of 1921, there was established a distinct agency under the National Council, known as the Congregational Foundation for Education, the purposes of which were briefly summarized as follows:

The Congregational Foundation for Education, unincorporated, was established in 1921 for the purpose of developing closer relations between the Congregational churches and the colleges and other institutions of higher education which share in the spirit and ideals of our fellowship, and to make available the resources of that fellowship for counsel and encouragement of these institutions through administrative advice and financial aid.

As part of the merger of our agencies in 1927, this agency was united with the Education Society. In September 1929, Dr. W. R. Kedzie was called to the office of executive secretary of this department of work, and at the meeting of the General Council of 1931, the name of the department was changed to that of the Division of Educational Institutions, the name "Congregational Foundation for Education" being reserved for the fund which it is hoped to build up for the more adequate support of our colleges and schools. The work is administered under the able leadership of Dr. Kedzie working with a committee of fifteen, appointed by the Board of Directors, and under the general supervision of the Board of Directors and its Administrative Committee. Dr. Kedzie's position in the Society staff is co-ordinate with that of the General Secretary of Religious Education and the following section of the report is furnished by him.

Definite progress has been made in the attempt to work out "a unified national educational policy for the denomination." Although conditions have not been such as to make for success in the raising of money for the Foundation, a large amount of investigation and research has been carried on, counsel has been given to many institutions at their request, and results have been achieved in the way of improved administration that should lay a strong foundation for financial support when conditions shall have changed for the better.

In common with all other institutions and business enterprises these recent months have been particularly difficult for all educational institutions. The economic pressure has demanded curtailment in every pos-

sible way and drastic salary cuts. Many institutions will not be able to survive. Mergers and regional adjustments are the order of the day. Under the supervision of national organizations a series of regional conferences is being held to study solutions along the line of adjustment and combination. The Division of Educational Institutions has been actively co-operating in such matters and has represented the Congregational interests in many conferences and committee sessions.

Rapidly changing conditions in the educational field bring new problems to light daily. New elements enter into the situation such as the development of the four-year teacher colleges, the rapid increase in junior colleges, and the experimental readjustment in university programs. All this has vitally affected the field of the Liberal Arts College. Higher standards are being constantly insisted upon and the consequence is greatly increased costs. Nevertheless, the place of the Liberal Arts College with high educational ideals, well fortified by financial and denominational backing, has never been more clearly assured.

The church-related college is in the midst of adjustments required by these changing elements, and is being compelled to magnify its distinctive field, leaving the quantitative for the qualitative in its program. If the private Liberal Arts College survives the present situation, it must be because of its emphasis not only upon the highest academic standards, but also by its emphasis upon the integration of character through Christian idealism. I quote from a denominational leader who has proved his wisdom as a student of this problem: "I do not see how the denominational college as such can justify its existence unless it can offer something more in the way of direct Christian training than is possible in the public institution under present conditions."

The merger of Fargo and Yankton colleges was no more than accomplished when the plan developed to bring about the merger of Redfield College also with Yankton. This merger had been under consideration by the Committee on Educational Institutions and definitely recommended as a solution of the Redfield problem. Redfield has been the only institution for the training of ministers for the German Congregational churches of the Northwest, but it has been demonstrated that it was no longer possible to maintain it as a separate institution. It is now merged as a Collegiate Department of Theology in Yankton College. Thus, by the closing of Ward Academy and the merging of Fargo and Redfield with Yankton, Congregational educational interests of both the Dakotas are concentrated at Yankton.

Elon College, in North Carolina, has been one of the greatest assets brought to the united denomination through the merger. It has, however, been in troubled waters, but under the leadership of President L. E.



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Smith, who has now definitely accepted the presidency and who has the confidence of the churches of the Southeast, the outlook is full of promise. So great is the confidence in President Smith's leadership that the principal creditors of the college have declared a moratorium for two years on condition that he remain as president.

Defiance College, another institution of the Christian churches, is weathering a most difficult situation under the direction of a continuing committee of trustees and faculty, and under the immediate direction of Dean McReynolds.

Repeated intimations regarding a situation that has developed in the affairs of Intermountain Institute at Weiser, Idaho, have called for a careful investigation by the Secretary. While this high school has never been recognized as of Congregational affiliation, it is clearly of Congregational origin. Its Congregational relationships have been used in the solicitation of funds, and much of the money contributed for its upbuilding and support has been given by Congregational donors. The Division of Educational Institutions feels its responsibility to these Congregational donors in this matter. Autocratic management of this school has steadfastly avoided denominational recognition and oversight. However, a situation was uncovered which requires drastic and immediate adjustment, and definite recommendations were made by the Secretary. If these suggestions are adopted, it may yet be possible to save the school. No better illustration has ever come to the attention of the Secretary of the need of such a division as that of Educational Institutions in the Congregational Education Society and of the oversight of the denominational interests in connection with schools and colleges. Such advice given and heeded in the past would have prevented this critical situation.

The effort of Southern Union College to expand from a junior college to a standard four-year college, an expansion emphatically disapproved and opposed by the Division of Educational Institutions, has been given up, at least for the present. At the request of the central committee the Secretary attended the Southern Christian Convention to advise regarding the future program for higher Christian education in the Southeast and to make a careful study of the whole situation as related to the united denominations. Southern Union College was given special consideration and by vote of the Convention its future was referred to its own Board of Education together with the Secretary of Educational Institutions. This report is still pending, but will be made in due time to the Executive Board of the Southern Convention of Congregational and Christian Churches.

Much interest is being manifested by educational executives in the plan to offer the facilities of the Congregational Education Society and

its Foundation for Education as a depository for permanent funds of, or gifts and legacies to educational institutions. The plan is that such funds or gifts will be held in trust for the benefit of such institutions as long as they survive, and the income paid over for their support. In case of the ultimate failure of such institutions these funds will be administered by the Education Society for the general program of Christian higher education. This will give permanence to such investments and the sense of security to donors. Had such a plan been in effect through the years, many hundreds of thousands of dollars, now completely dissipated, would have been saved to the denominational program for education.

Tabor College, which has been closed for several years, has been merged by the Boards of Trustees with Doane College, which is only ninety miles away. While Grinnell College is in the same state, there has been such a close sympathy of interests between Tabor and Doane that the Tabor people indicated their preference for the merger with Doane College. The action has been completed and the records have been transferred to Doane College and the alumni of Tabor become alumni of Doane.

Plans are being perfected for the reviving of the interests of the Day of Prayer for colleges in a new College Day, to be observed on the third Sunday of January. The January number of *The American Missionary* will be a college number. The committee will furnish suggestions and helps for all who will make use of them and it is hoped that many churches will on that day give special emphasis to the cause of Christian higher education.

The committee is actively co-operating with the program committee of the General Council for the holding of a seminar in connection with the Cleveland meeting, at which all denominational interests in Christian higher education at home and abroad, including those interests of the American Board, the American Missionary Association, and the Education Society in this field will be represented. It is hoped that the Cleveland Council will give a new emphasis to this which has always been a major interest of the denomination.

CO-OPERATIVE SERVICE

The Education Society has clearly recognized the value of co-operation in religious education. The spirit of Christian fellowship forbids the needless duplication of agencies in the same field and with the same purposes, and such duplication is also ruled out on principles of efficiency and economy. Some things can be better done together than separately. To this end the Society has heartily co-operated with other agencies, denominational and interdenominational. The importance of this aspect

of our service justifies a separate section in this report. Into it has gone a considerable proportion of the time and effort of our staff, not something apart from their duties, but as an essential portion thereof.

The International Council of Religious Education is the principal co-operative agency in this field. In it, through their respective educational boards, are represented 41 denominations. Its work is that of developing standards, formulation of general policies, general promotion of the interests of religious education, and continuance of the work formerly carried on by the International Lesson Committee. It appoints special committees to develop plans and programs for the various age groups and for special emphases in Christian education. Closely associated with it are Professional Advisory Sections composed of workers in the same fields whose function it is to bring to the special committees and to the Council the reactions of those engaged in the work on the field. In most states the work of the Council is promoted through state councils of religious education which serve as the co-operative agency for the denominational workers in their respective areas.

All the members of our staff have participated freely and helpfully in the co-operative service and have had their influence in the development of methods and materials. The result has been to make available to our churches and to those of our sister denominations a great amount of material of increasingly high grade at a cost far below that which would have been incurred by separate production.

In the same field of service, though distinct in its organization, is the *Leadership Training Publishing Association*. This is an unincorporated organization composed of representatives of the educational, editorial, and publishing agencies of such denominations as desire to participate in its purposes. These are "to prepare and publish through the denominational houses, materials needed for the conduct of the leadership training program." It selects authors, circulates outlines for criticism, and secures the publication of those which meet the required standards. Through its work these standards have been definitely advanced and valuable materials have been published at comparatively low cost.

The Missionary Education Movement is equally outstanding in its special field. In it are represented the missionary and educational boards of the leading denominations. Its administrative methods have been such as to mark it as one of the most genuinely interdenominational agencies we have. During more than twenty-five years it has supplied missionary education books and other material of steadily improving quality at surprisingly low cost. In this organization, also, members of our staff have taken an active part and have rendered conspicuous service.

The Council of Church Boards of Education. In this agency, also, the leading denominations are represented through their educational boards. Its function is that of promoting the interests of Christian training through colleges and universities. For the colleges it serves as a clearing house for administrative methods, academic standards, and ways and means of developing personal Christian influence on the part of the teaching forces. In the university field the Council seeks to promote effective co-operation in serving the religious needs of students.

The purposes and work of the *Federal Council of Churches* are sufficiently well known to call for no detailed description here. The Education Society shares in the work of this agency through its various commissions concerned with Christian education, international justice and good will, race relations, and the like.

Limitations of space forbid further detailed mention of co-operative agencies with which the Society works as occasion demands. The following examples chosen from the field of young people's work and student life will serve to illustrate the nature and value of such service.

Co-operation in Emphases for Young People. During the autumn of 1931 and through 1932 the national secretaries of young people's work, denominational and interdenominational, combined forces in a united attack upon the liquor problem. The purpose was to help young people think clearly with reference to the issues involved and to reach Christian conclusions and decisions for their own lives and for their local organizations. Over 2,000 conferences were held on this subject, with marked result in the clarifying of thought. A significant outcome was that thousands of churches followed up this study in their classes, clubs, and societies.

This year and during the spring of 1933 a similar program is being carried out with reference to the economic situation. For 1933-34 plans are under way centering about the theme "Christ in the Modern World," with emphasis upon missionary service. Our own departments of Missionary Education and Young People's work will co-operate in making this emphasis effective through field conferences and local church programs.

Co-operative Student Work. At several universities our denomination joins with others in maintaining a church-centered program for students. In others the Congregational university worker is a member of a well-organized interdenominational staff, each denominational representative caring for the religious needs of his own constituency and also assuming special responsibility for the entire Protestant student body in some special field, such as vocational guidance, deputation work, etc. These significant local enterprises are given general supervision and assistance by the University Committee of the Council of Church Boards of Education.

A few items in the Treasurer's statement are worth special comment.

Thanks to the Plan of Advance, to the measure of success attained by the joint appeal of the Home Boards, and to a special contribution from the profits of the Publishing Society, and also because of reductions of budget made advisable by the losses of 1929, the Society closed the year ending March 31, 1931, with a surplus of \$23,603. This constituted a reserve against the loss of \$23,443 in our last fiscal year, 1931-32, and enabled us to balance our budget with a small surplus of \$159.

In face of the conditions prevailing this year, the Society has made further reductions in salaries and operating expenses, making a cut of \$31,000 from its budget of the year before. This makes the sixth consecutive year of reduction in operating costs. Since 1926, the Education Society has paid off a previously accumulated deficit of over \$50,000, has had no annual operating deficit except in 1929, and reached the beginning of the current fiscal year with the small surplus above noted. Unless receipts increase during the closing months of this fiscal year, however, we face a deficit of from \$12,000 to \$14,000. Every possible effort is being made to curtail expenditures and reduce this anticipated deficit to the minimum.

FINANCIAL STATEMENT

Statement of Income and Expenses

Year Ending March 31, 1932

INCOME

Apportionment Contributions	\$135,037.86	
Contributions for Special Purposes	2,583.50	
Income from Reserve Legacies (Principal)	10,000.00	
INCOME FROM PERMANENT INVESTED FUNDS		
Student Aid	\$10,243.21	
Annuity	1,200.46	
Foundation	976.86	
John Ward	622.30	
Elementary	1.56	
General	8,907.54	
TOTAL INCOME FROM PERMANENT FUNDS	21,951.93	
Income from Legacy Reserve Investments	381.38	
Income from Thomas S. Johnson Estate	2,091.12	
Other Receipts	2,182.80	
TOTAL INCOME		\$174,228.59

EXPENSES

OPERATION OF DEPARTMENTS		
General Administration	\$13,667.06	
Business Department	7,777.34	
Department of Missionary Education and World Friendship	11,819.22	
Social Relations Department	21,293.70	
Student and Young People's Department	15,882.95	
Leadership Training Dept	10,292.05	
Adult Work	799.20	
TOTAL OPERATION OF DEPARTMENTS	\$81,531.52	
Field Work	39,812.25	
University Pastors and Student Work	12,093.77	
Student Aid Payments	\$9,621.00	
Less Loans Paid	1,436.00	
Asa Bullard Fund Income Returned	500.00	
Denominational Work	13,177.44	
Interdenominational Work	3,130.34	
Annuity Payments	1,282.25	
Department of Educational Institutions		
Administration and Promotion	8,755.86	
Payments to Institutions	29,204.03	
TOTAL EXPENSES		\$197,672.46
NET LOSS		\$23,443.87

Balance Sheet as of March 31, 1932

ASSETS

CURRENT ASSETS

Cash on Hand	\$1,219.44
Accounts Receivable	427.50
Notes Receivable	100.00

TOTAL CURRENT ASSETS \$1,746.94

DEFERRED CHARGES 10,000.00

INVESTED FUNDS

Mortgage Receivable \$11,000.00

Permanent Invested Funds

Student Aid	\$205,473.67
Annuity Gifts	22,986.23
Foundation	19,788.21
Accumulative	11,853.01
John Ward	12,804.69
Elementary	50.00
General	188,491.38

TOTAL PERMANENT FUNDS 461,447.19

Reserve Legacy Fund 10,743.75

TOTAL INVESTED FUNDS 483,190.94

TOTAL ASSETS \$494,937.88

LIABILITIES

CURRENT LIABILITIES

Accounts Payable	\$460.11
Notes Payable	20,000.00
Reserve for Committee on Miss'y Education	267.59

TOTAL CURRENT LIABILITIES \$20,727.70

DEFERRED INCOME—Reserve Legacies 11,631.97

SPECIAL PERMANENT GIFTS

Student Aid	\$205,484.76
Annuity Gifts	23,524.60
Foundation	19,840.00
Accumulative	11,853.01
John Ward	12,804.69
Elementary	50.00
General	188,861.84

TOTAL PERMANENT GIFTS 462,418.90

TOTAL LIABILITIES \$494,778.57

Surplus, April 1, 1931 \$23,603.18

Less Net Loss Current Year 23,443.87

SURPLUS, March 31, 1932 159.31

TOTAL LIABILITIES AND SURPLUS \$494,937.88

LIST OF FUNDS—March 31, 1932

GENERAL FUNDS

Clarke Fund, E. L.	\$972.68	
Gordon Fund	6,351.02	
Mather Fund	76,037.42	
Mechlin Fund, Rev. G. L. . . .	141.84	
Paine Fund, William A.	9,965.87	
Proctor Academy Fund	2,028.96	
Secretary Fund	15,075.62	
Seymour Fund, L. K.	67,232.46	
Sweet Fund, Alvan A.	4,768.35	
Ward Fund, Laura E.	4,288.52	
Whitin Fund, Arthur F.	1,999.10	\$188,861.84

STUDENT AID FUNDS

Carleton Fund	\$1,097.17	
Clapp Fund	3,584.22	
Coburn Fund	22,905.46	
Cushing Fund, J. H.	520.15	
Hampshire Fund	2,223.10	
Hewett Fund, W. T.	747.53	
Mead Fund	6,959.62	
Orcutt Fund, Ephraim	1,892.02	
Scholarship Fund	156,019.44	
Ward Fund, Charles	3,842.43	
Wilkinson Fund	2,520.88	
Wood Fund, Maria F.	2,075.57	
Yankton Fund	1,097.17	205,484.76

ANNUITY FUNDS

Brown Fund, Charles R.	\$10,512.48	
Clarke Fund, Georgiana M. . .	1,656.60	
Denison Fund, Mary E.	901.03	
Gibson Fund, Mary F.	496.35	
Hardy Fund, V. M.	824.98	
Hartshorn Fund, Martha J. . .	988.58	
Howard Fund, Ethel L.	1,482.52	
Moore Fund, Julia T.	499.16	
Prudden Fund, Lillian E. . . .	988.80	
Smith Fund, Emily B.	988.36	
Spaulding Fund, Adeliza F. . .	1,482.52	
Wingate Fund, Isabel C.	235.10	
Wood Fund, Sumner G.	494.17	
Woods Fund, Herbert Tyler . .	1,973.95	23,524.60

FOUNDATION FOR EDUCATION

Wallace Fund	19,840.00
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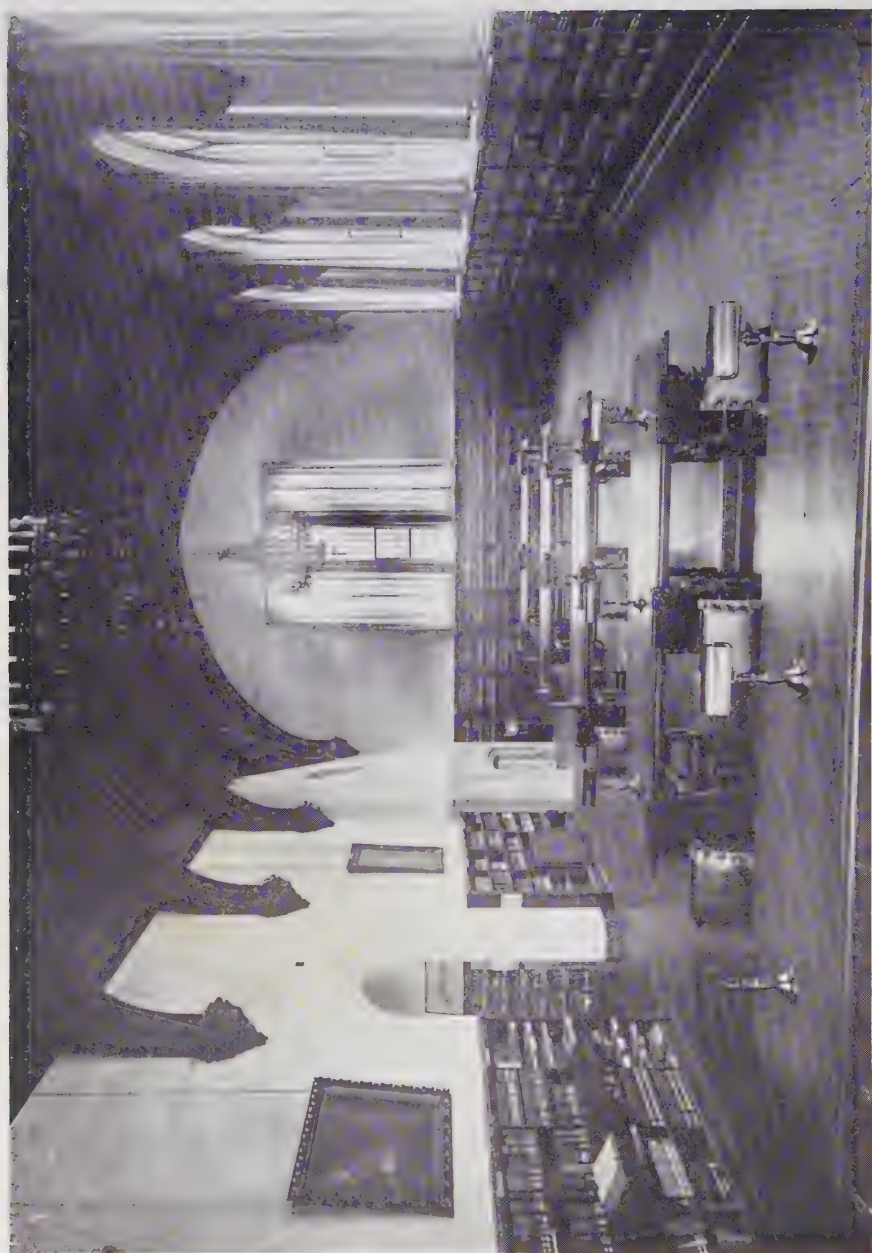
ACCUMULATIVE FUNDS

Penniman Fund	776.38
Dr. Sanders Benevolent Fund	11,076.63
John Ward Fund	12,804.69
Elementary Work Fund	50.00

TOTAL \$462,418.90



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The Society also maintains co-operating relations with the Educational Secretaries of various state and city associations and field workers of the Extension Boards.

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HERBERT W. GATES, General Secretary of Religious Education,
or

ARTHUR J. CROCKETT, Treasurer
14 Beacon St., Boston, Massachusetts

W. R. KEDZIE, Secretary of Educational Institutions
19 South La Salle St., Chicago, Illinois

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I give and bequeath to the "Congregational Education Society," a corporation established under the laws of the Commonwealth of Massachusetts and located at Boston, in said Commonwealth, the sum of _____ dollars, to be devoted to the uses and purposes of said corporation.

If a legacy is to be designated for the work of our educational institutions, the form of bequest is as above, omitting the last clause and substituting "for the purposes of its Foundation for Education."

Congregational Education Society

CONGREGATIONAL
EDUCATION SOCIETY

ANNUAL REPORT

1933 - 1934

Vol. 9

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(Continued on fourth cover page)

Report of the Congregational Education Society 1933-34

To this Society is assigned responsibility for leadership in religious education. The report of the Commission on Missions at the National Council meeting of 1917 emphasized the need for "a definite and effective program of religious education on the part of the church, in order that its people may understand the religious aspects of the problems and duties confronting them and that they may deepen their convictions regarding the fundamentals of historic Christianity."

This need is more insistent than ever today. Clear vision and courageous action with reference to personal, social, and economic issues have become imperative. The solution of the problems involved is not to be found in legislation unsupported by intelligent conviction, much less through the conflict of classes, nations, and races. The Kingdom of God can be built only through the conscientious and unswerving practice of the teachings of Jesus Christ in his spirit of devotion to the will of God and the welfare of man.

Any program which seeks to meet this need must have two modes of approach: individual and social. A Christian social order will be built by Christian persons. Also, the growth of Christian personality is not only affected by social standards and customs but actually takes place in and through the life and conduct of persons as they influence the social order. It is not a case of the individual or society, but of the redemption of both in one process.

THE NATURE OF THE PROGRAM

Religious Education must be *graded*. Its materials and methods must be adapted to the interests, capacities, and needs of children, young people, and adults. It must deal with the varying situations and experiences of life in the Home, the Church, the Community, Nation, and World.

The *Aim* of religious education is to lead persons, young or old, into a growing experience of fellowship with God through Jesus Christ, in personal and social living.

The *Program*, therefore, involves such activities as shall lead to

Knowledge of the nature and purpose of God as revealed in the Bible, especially in the Gospels, and in other records of religious experience.

Knowledge of human conditions and needs: religious, social, economic or otherwise; which call for Christian sympathy and service.

Participation in such activities as shall help to meet these needs and to bring the conditions of human living into closer accord with the divine purpose.

Communion with God through private and social worship.

These are not so many separate and distinct steps in the process. They belong together as naturally and as closely as do the individual and social modes of approach. Knowledge may lead to participation in service, or the desire to serve may lead one to seek information. Any service, to be intelligent and really effective, requires increasing knowledge. Worship may grow out of either and gives keener appreciation and stronger motive for study and service. Religious education is most effective when the various elements in its program are most thoroughly integrated.

The *Leadership* of religious education must be competent. The leader must have some genuine experience of that fellowship with God into which he seeks to lead others. He must have intelligent religious convictions based upon thoughtful consideration and honest practice. He needs sympathetic understanding of human nature and of those individuals and groups with which he is to work. He needs to know the laws of human learning and the fundamentals of teaching method, and to acquire skill in their application. This demands a type of leadership training which keeps in view the development and enrichment of the leader's Christian experience, as well as his mastery of methods. The latter is highly important; the former is indispensable.

This gives a brief outline of the work of the Education Society. The following pages describe the organization through which it seeks to accomplish this work and some results of its activities.

Departments and Secretaries

Herbert W. Gates, General Secretary of Religious Education; responsible for general administration and giving such attention as is possible to phases of the work for which no special leadership is available.

W. R. Kedzie, Secretary of Educational Institutions; responsible for promoting the interests of our educational institutions under the direction of the Committee appointed for this work.

Age Groups

Children's Work:

No secretary.

Young People's and Student Work:

Harry T. Stock and Miss Lucy M. Eldredge.

Adult Work:

F. L. Fagley, part time.

Aspects of Work

Missionary Education and World Friendship:

John L. Lobingier.

Social Relations:

Hubert C. Herring, Miss Helen G. Murray, and Miss Katharine Terrill.

Leadership Training:

Erwin L. Shaver.

The Division of Educational Institutions, under the leadership of Dr. Kedzie, seeks to help our schools and colleges to secure the financial support needed for their work and to give administrative counsel where needed and requested.

It is the task of the departments for the various age groups to furnish to the churches information and suggestions that will help them in developing a comprehensive and well-balanced program of religious education for each age group. The departments of Missionary Education and Social Relations promote interest in these aspects of Christian living and also suggest to the various age-group departments material appropriate for their respective programs, while the Department of Leadership Training helps to provide better leadership for the entire program.

The work has been seriously handicapped for years by the lack of a secretary for Children's Work. There are many demands for the service which such leadership might supply.

FIELD WORK

An important point of contact between the Society and the churches is provided by our Field Secretaries. It is their work to carry to the churches the plans and programs suggested by the Society and to promote within their respective districts the development of vital Christian education in home, church, and school. Each field secretary works with the state and association educational committees in the same spirit of cooperation and service that should exist were he officially a member of the state staff. To a much larger extent than is possible for members of the headquarters staff, they are able to get into the local churches and serve them by direct counsel. In most of the states in which our field secretaries work they are officially designated by the state boards as the executive officers of the educational work. They take a leading part in the organization and promotion of summer conferences, leadership training, missionary education, and other features of the educational work. Because of their closer contact and more intimate knowledge of the conditions prevailing in the churches of their respective districts they are also able to bring to the headquarters staff the reactions of their constituencies, thus furnishing invaluable guidance in the development of the total program.

With such a limited staff of field secretaries the administration of our educational service would be well nigh hopeless were it not for the educational secretaries employed by six state conferences and one city association, the field workers of the Extension Boards, several of whom are well fitted by training and experience for service in religious education, and the hearty cooperation of certain state superintendents. With these work-

ers the Society cooperates, furnishing them with its literature and bulletins and availing itself of their counsel. The annual conferences of the staff members of the Educational Boards with these leaders are of great value. Policies, plans, and materials are discussed in these conferences in a spirit of frank and constructive criticism and readiness to adopt any changes that will make them more useful.

RESULTS OF THE WORK

A complete tabulation of all the results of our work can never be made. This is a promotional handicap under which any educational program must rest, whether in the local church or in the denomination. Much of the best achievement is intimately personal and confidential. Much of it is found in slow growth, a continuing process impossible to delineate at any particular stage. The handicap consists in the fact that it is difficult to set forth much of our educational service in terms that are as concrete and possessed of as much of popular appeal as is the case with a great deal of our missionary service.

There have been significant achievements, however, of which the following reports give some indication.

Children's Work

As has been noted, the Society's service in this department falls far short of what it would be if funds were available for the same kind of leadership here as in the other departments.

The members of the staff give such help as is possible in addition to other duties and some general literature is provided. The chief service in this branch of our work is rendered by our Field Secretaries, State Secretaries, and Extension Workers with very little help from headquarters. We are quite unable to take our part with the educational boards of other denominations in such cooperative enterprises as institutes and training schools. When one considers the vital importance of the early formative years of character development, this inadequate provision for leadership seems tragic.

Young People's Work

Under the able direction of Dr. Stock and Miss Eldredge a constructive program has been developed, one result of which has been the steady growth of membership in our young people's organizations during the last ten years. Approximately 180,000 young people are related to our Con-

gregational Christian churches through church school classes, societies, and clubs of many types and names. Their sense of fellowship has been strengthened through summer conferences, institutes, and rallies. In many states city-wide, associational, and state organizations of young people have been formed. It is generally agreed that the time has come to unite these local units in a national movement, to provide that morale and power which comes from being allied in a great cause. After consultation with the responsible leaders in the states, the Administrative Committee of the Education Society has approved as the designation for this great company of youth the name, "The Pilgrim Fellowship of Congregational Christian Young People." All local groups—classes, departments, Christian Endeavor societies, Comrades of the Way, and independent societies and clubs—are included in this Pilgrim Fellowship.

A Council of the National Pilgrim Fellowship will soon be set up. It will consist of the state and national leaders of young people's work (adult) and the presidents of all the state Fellowships or of summer conferences (young people). All major issues of policy and program will be submitted to this Council for study, development, and recommendation.

One of the first tasks is to build a Platform on which the Pilgrim Fellowship will stand. At present a tentative statement of purpose has been approved. It is expected that, within a year, the young people of the Fellowship will suggest definite planks for a Platform and that these will determine much of the program to be provided for the succeeding months. The present statement of purpose emphasizes allegiance to Jesus Christ through the development of the highest possible personality, through loyalty to the church that it may fulfill its mission in the modern world, through efforts to make the community and nation thoroughly Christian, and through a program of action which will help to create a real brotherhood of all the people of all lands. These major emphases have been accepted (with one addition—that of the home) by the great interdenominational movement now in process of development, a movement which expresses its purpose in these words, "Christian Youth Building a New World." This interdenominational program and that of the Pilgrim Fellowship are therefore one: they have the same great objectives.

As has been the case in the past, local groups are expected to develop the details of their own programs. This is both Congregational and educational. But a clearly detailed Pilgrim Program is projected to assist these local groups in their own work. This Pilgrim Program rests upon four principles: local creativity, fellowship with other young people of the denomination, participation in the total program of the church, and collaboration with young people of other denominations. This Pilgrim Pro-

gram for 1934-35 consists of four major parts: a Statement of Christian Conviction, which faces the leaders of youth with the significant issues of our times; suggestions for sharing in associations and states with other groups of the Pilgrim Fellowship; a Ten Point Working Plan, which is a practical standard for the work of the local group; and the regular materials provided for classes, departments, and clubs. These are elaborated in Bulletin 51, which may be had for five cents from the Young People's Department.

A new series of Christian Life topics, organized into "units of work," will be included in "The Pilgrim Highroad" each month. This magazine (\$1.25 per year, \$1 in clubs) is the official organ of the Pilgrim Fellowship. It will contain a variety of helps each month for leaders of young people. "The Bulletin of the Pilgrim Fellowship" will be provided to adult counselors twice a year; each month "The Missionary Herald" will contain half a page of current helps; occasionally "Advance" will give supplementary suggestions.

It is believed that the present great gains in young people's work, apparent in every part of the nation, will be organized and directed with new power as a result of the new Pilgrim Fellowship and Pilgrim Program now announced and offered to leaders in young people's conferences this summer. The reception thus far given to these plans, in all parts of the nation, has been hearty and unanimous.

Our summer conferences for the training of young people have not only weathered the depression but have actually gained. Fifty of these are planned for this year, with a probable attendance of about 7,000. This growth is a testimony to the recognized value of this agency as a means of religious education and Christian leadership training. We are glad to say that the development of these conferences has not been merely one of numbers. There has been marked increase in the general spirit of unity and fellowship between different conferences. Programs are better planned and include a much larger element of leadership training. The Society has been able to help this progress by suggesting certain groups of studies from which courses for a series of years might well be made, and a few years ago put into effect a plan of accrediting conferences which show a reasonable degree of conformity to the standards thus set up.

The Department has developed a considerable body of helpful literature which is widely used. Two items may be mentioned as of particular importance.

"The Bulletin of the Pilgrim Fellowship." This bulletin, issued in standard booklet size, punched for binding in loose-leaf folder, is being furnished to about 10,000 pastors and leaders in young people's work. The

successive issues constitute a growing library of practical and permanently valuable suggestions. Reductions in the budget have made it impossible to issue this bulletin quarterly as heretofore, but two numbers have been published during the year and one evidence of its value is the large number of leaders that have asked why they did not receive more. It is the unanimous opinion that it is a very useful instrument.

Other helps. For several years the Department has issued a considerable amount of material, both printed and mimeographed, such as practical suggestions on organization and administration, notes on current issues for discussion in young people's groups, and other helps. The policy of the Department has been to supply leaders with fresh, timely material constantly revised and kept up to date.

Student Life

This department is closely allied to that of Young People's Work and is under the same secretarial direction. This work falls into two main divisions: student aid and religious education with students in colleges, universities, and similar institutions of learning.

(a) **Student Aid.** The Society aids young men and women in preparation for the ministry and other forms of Christian life service by making loans which become due on the first of January in the fourth year after completing the course of training, bearing no interest up to this date, and three per cent if extended beyond that time. About 100 young people each year share in this plan, to which many distinguished leaders in the church acknowledge their indebtedness for help received in years gone by.

(b) **Religious Life in the College and University.** The Society helps to maintain university pastors at about twenty different points throughout the country in addition to those supported by state conferences. To all of these the Society renders important service by furnishing suggestions on methods of work, material for study and discussion, outlines for leadership training, visitations to colleges and universities, and aid in recruiting work. The strategic value of this service cannot be too highly estimated. Thousands of young people of Congregational affiliation are students in these institutions. They come from our churches and from their ranks much of the best leadership of the church must come. The university pastor seeks to build upon and to supplement the religious education received in the home church, helping these young people to meet the crucial tests of university life, intellectual and moral, and to reach firm and abiding foundations for religious faith.

An exceedingly helpful instrument in this work has been "The News Letter for Workers with Students," a quarterly mimeographed publication

which went to about 500 pastors and leaders. This has been temporarily discontinued for want of funds and is sorely missed. It will be resumed as soon as our resources permit.

Plans are under way for the development of the Pilgrim Fellowship on the student level through a special student council. Student groups, particularly, will be asked to suggest planks for the Platform of the Pilgrim Fellowship. Our main drive here should be to acquaint the student group with the forward-looking policies of our church and enlist them as eager workers and leaders for the churches in communities to which they will go. This kind of a program we shall develop during the next two years if it is possible to pay the cost.

Cooperative Work with Students. A strong tendency toward a united student movement is seen in many sections of the country in which the Y. M. C. A., the Y. W. C. A., Student Volunteer Movement, and local churches are cooperating. In New England and the Middle Atlantic states a united organization will doubtless be consummated during the coming year. Dr. Stock is giving a considerable amount of time to the development of this movement in New England, another strategic move of vast possibilities.

Adult Work

Another age group which has been too long neglected in our departmental organization because of inadequate resources is the adult. Through a recent arrangement it has been found possible for the Society to command a part of the time of Dr. F. L. Fagley for service in this department. While the importance of the work amply justifies full-time service, it will be a distinct advance to have the benefit of Dr. Fagley's experience in this department.

Adult education is coming rapidly into its own. The adage, "Youth can learn, but age cannot," is disproved by scientific inquiry and by experience. Adult education is not only possible but necessary. The swift development of modern life makes it impossible for the men and women of today to live intelligently on the basis of ideas received in childhood. It is equally essential for the sake of the children. They learn far more deeply through the experience of living with their elders than by what they receive in formal instruction. Unless adults are prepared to make progress in the building of a better world in which children and youth may grow, there is just that much less hope of better ideals in the next generation.

The Department is making a careful study of adult attitudes and interests and of the most effective materials and methods for adult religious education. Some immediate needs which should be met are an Outline

Guide for Adult Religious Education, short courses dealing with the Bible, the Family, Social Problems, Church History, Religious Teachings and Beliefs, and similar topics.

Missionary Education and World Friendship

Two main objectives have guided the work of this department: the unification of the missionary education programs of the societies and the integration of missionary education in the regular program of Christian education of the churches.

Definite progress has been made in both directions. The programs of the societies have been unified. Missionary education has been made an integral part of the program of a large number of churches, has vitalized the work of many church schools, giving variety and practical value to the curriculum, has turned the thoughts of many toward lives of definite Christian service, and has done much to rescue missions from its detached position and to make it a central factor in Christian experience.

This department serves the interests of all the societies by virtue of the fact that it deepens interest in the cause which they represent. The effectiveness of this service has been increased by the formation of the Committee on Missionary Education under the Commission on Missions. This committee includes official representatives of the home and foreign societies, the regional committees, and the Commission on Missions and has greatly strengthened the spirit of cooperation while making its expression more effective.

One or two points concerning the work of this department are worth noting.

(a) The broader conception of missions that prevails today is reflected in the activities of the Department. The relationship between missions and international and interracial problems, world peace, and other social issues is so close that it is impossible to draw any sharp line of demarcation. Each helps to enrich the other.

(b) The service of this department is for all ages in the church. There seems to be a popular idea that it is concerned chiefly, if not exclusively, with the children and that its materials and methods are only for the church school or the children's organizations. This is a serious mistake. The Department is serving all age groups and all departments of the church. Its program suggestions and materials for adult groups have been steadily developed and are widely used. Adult leaders are constantly receiving advice with reference to programs, materials, and methods. A very

considerable portion of the service rendered through our travel libraries is to adult readers. For young people the Department has its World Service programs, missionary topics and comments in "The Pilgrim Highroad" and graded lesson helps, special materials for mission study in the curriculum of the church school, and similar helps for the summer conference groups. For the children there are the World Service programs for primary and junior groups, "Here and There Stories," suggestions for leaders, and other practical helps.

This department, moreover, shares with those of other departments in developing the complete program for all ages represented by the texts and materials of the Missionary Education Movement. *It is not a program for children only.*

Some items may be briefly mentioned as showing definite results of this work.

- (1) Increase in the number of church schools participating in the World Service plan, now about 2500.
- (2) Over 2000 Primary leaders and 2000 Junior leaders using graded materials.
- (3) Distinct advance in the volume and quality of missionary education materials available.
- (4) A growing tendency to fix responsibility for missionary education in the local church upon some committee, with good results.
- (5) The setting aside of blocks of time in the church school for missionary education. This is definitely on the increase. Many are giving the period from Easter to Children's Day to mission study. Some country, mission field, racial or social group, or similar topic is frequently taken as the center of interest for the whole school, with activities of study, service, and worship adapted to the main theme.
- (6) About 65 travel libraries are in circulation with a conservative estimate of from twelve to fifteen thousand readings each year.
- (7) The "World Friendship Bulletin" carries its practical suggestions to 8,000 leaders three times a year. A State Secretary recently said at a meeting in which a certain plan has been favorably discussed: "Can't you put that in the Bulletin? Our women read that as their missionary bible."

Dr. Lobingier has rendered a service of steadily increasing usefulness as secretary of this department, as executive secretary of the Commission on

Missions Committee on Missionary Education, and as a wise and resourceful leader in this field of work.

Social Relations

The secretary of this department is Hubert C. Herring, with whom are associated Helen Grace Murray and Katharine Terrill. The Department seeks to serve the churches in making more effective their program of social education and action. An increasing number of ministers and laymen are anxious that their program shall result in arousing concern for the state of society, enthusiasm for fighting entrenched social ills, and determination to work for a social order in which justice shall be assured to all men. To this end men must be aroused to care for the interests of those of other economic, social, and racial groups; they must be given accurate and usable information as the basis for the forming of constructive social judgments; they must discover means whereby their enthusiasms and convictions may be translated into effective action. The current collapse of our world economic structure serves to emphasize anew the imperative need for sustained and intelligent effort in the task of reconciling man to man in all of the highly intricate life we live. This department seeks to serve the churches in this wide field of social relations—in this tangle and confusion caused by economic conflict, racial discrimination, and international discord. It is our conviction that the churches of Jesus Christ must increasingly throw their weight into the movement for interpreting the principles which undergird the Gospel in community, national, and world terms. This department seeks to serve the churches by (1) a program of national education which will serve to arouse social concern, (2) furnishing reliable information on social issues, (3) suggesting methods of social education for use in the local church, and (4) assisting in the organization of the churches, locally, by states, and nationally, for effective social action.

We believe that society is today in a state of flux to a degree which has not been true since the days when the industrial revolution radically changed the cultural pattern of the western world. The swiftness with which we are moving has its instant challenge to the church. No man can prophesy the forms which the society of tomorrow will assume. The day is forever gone when we can dally with the idea of social change as a choice. It has become an inexorable certainty. The service of the church as it faces this swiftly changing society is the field of this department.

To meet this need, the Department carries on the following activities:

(a) Organization and development of a national program of social relations. Regional committees are at work in New England and in the Middle West. Thirty-seven state committees are organized. Local church

committees on social action are established in over two thousand churches. We work toward the organization of two or three additional regional committees, the strengthening of all committees—state and local—now organized, and the organization of a social relations committee in every church.

(b) Cooperation, as representing the churches, with interdenominational committees and organizations in the social field; also with secular organizations organized for service in the entire field of social relations.

(c) The strengthening of the work of the denominational committees, regional, state, and local, in their social program. This involves correspondence on programs and campaigns, the furnishing of literature, etc.

(d) Seminars, institutes, and conferences. Our seminars on racial, economic, and international questions have reached many thousands of people during the past few years. The purpose of these seminars has been to afford opportunity for groups of serious leaders to come together for the discussion of the church's obligation in these fields of social concern. The seminars in Mexico and the Caribbean, conducted by Mr. Herring, but carried through without expense to the Society, have enrolled about one thousand men and women.

(e) Literature. The Department publishes a monthly bulletin, "Church and Society," of which Katharine Terrill is the editor. This bulletin carries authoritative material on special phases of our social responsibility. Its circulation ranges between 3,000 and 10,000 each month. As an evidence of the appreciation accorded it, it is interesting to note that both the Unitarians and the Universalists are contributing so that it may be sent to all ministers of those two communions. The Department also issues a monthly "News Letter," edited by Helen Grace Murray, planned primarily to keep chairmen of state and local committees in touch with the best available material. The Department also issues some pamphlet material on special subjects. The volume of such publication has been kept low, first on account of the expense, and second, because it has been found possible to utilize the wealth of pamphlet material issued by other organizations.

(f) Speaking. Mr. Herring, Miss Murray, and Miss Terrill give much of their time to speaking before church groups. In addition, the Department has had the generous cooperation of many others who have spoken under its auspices.

(g) Miscellaneous writing. Mr. Herring, Miss Murray, and Miss Terrill have furnished scores of articles on social themes to our denomi-

national organs—"The Congregationalist" (now "Advance"), "The Adult Bible Class Magazine," etc. In addition they have furnished many articles for the undenominational and the secular press.

Leadership Training

This department is under the direction of Dr. Erwin L. Shaver and is vitally related to every other department of the Society. No plans, methods, or materials will be better than may be expected from the way in which they are used. Competent teachers and leaders are necessary to success. The church needs to lay much more emphasis upon this fact and to set higher standards of personal and technical qualification.

Considerable headway has been made during the last year in making our leadership training program more practical, less formal, and more useful to smaller churches. Three types of improvement may be particularly noted.

(a) The development of the Workers' Conference as an agency for training. The programs developed by Dr. Shaver for this type of work have been so favorably received and so widely used, not only in our own but in other denominations, that they have now been put into booklet form by the Publishing Society. They have helped many churches to redeem the Workers' Conference from a state of aimlessness and to make it a valuable means of improvement and progress. These are published under the title "Programs for Workers' Conferences," Series A and Series B, 50 cents each. Each booklet contains suggestions on the best way to use the material and twelve programs on practical topics in church-school work.

(b) In cooperation with other denominations in the International Council of Religious Education, a new series of training courses has been launched, known as "Series A." These are shorter, simpler, less expensive, and make it possible for any church to conduct training classes without formal accrediting of instructors. This is the first step in a reorganization of the cooperative leadership training plan in the direction of greater flexibility and simplification.

The "Series A" courses are already in use in many of our summer schools and conferences and will be used in a large number of local churches during the coming autumn and winter.

(c) An increasing amount of help is being given to leaders of training classes and schools. Coaching conferences are being held at various centers for prospective deans and instructors. Secretary Shaver has personally led many of these and will conduct similar conferences at the Olivet and Winnepesaukee summer schools this season. Further help is furnished

through printed "Guides," in the preparation of which our department has cooperated with those of other denominations.

In response to the service rendered by this department there has been a steady increase in the amount of training for leadership in our churches and even more decided improvement in the quality of the work done. Two points should be especially mentioned as characterizing the work of our leadership training department: emphasis upon the enrichment of Christian personality and the development of resourcefulness on the part of the individual leader, and an effort to keep the Christian motive and message central in the program as opposed to a certain tendency toward overemphasis upon mere technique.

DIVISION OF EDUCATIONAL INSTITUTIONS

This section of the report was prepared by Dr. W. R. Kedzie, Secretary of the Division.

There is a Congregational theory of education which is distinctive. Other church groups have made great contributions to the educational resources of the nation, but none has been more outstanding than that made by the Congregational and Christian churches and their educational institutions. It is no accident that we have become known among our sister churches as "The denomination that educates." The Congregational theory of education is set forth in the by-laws of the "Society for the Promotion of Collegiate and Theological Education at the West," organized in 1843 and one of the four organizations that have been merged through the years to constitute the Congregational Education Society. These early by-laws provided that for an institution to be eligible for support it must have as its main object the furtherance of the cause of Christian learning, that it must not be under the control of the state, nor controlled by any presbytery, synod, association, conference, convention, or other ecclesiastical body, but rather by a self-perpetuating board of trust. The foresight of our fathers who, at this early date, excluded themselves as well as all other ecclesiastical bodies from control of our educational institutions, is little short of amazing. Their spirit has guided the development of our educational theory to its present high state of efficiency. Our history shows our theory to be that education should be thoroughly Christian, broadly cultural, fearlessly scientific, with the highest academic standards and that it should be wholly non-sectarian.

The Congregational Education Society throughout its 119 years of history has been a major factor in the development of this educational theory and it has never attempted to dictate to or to control our institutions,

but rather to encourage the development of the highest standards and Christian ideals.

The vast endowments of the general education boards have been a powerful influence in the field of higher education. The policies which they have advocated and the conditions which they have made as a basis of financial assistance have been readily accepted and have been met whenever possible. By their influence they have largely determined the major aspects of higher education. They have raised the academic standards of institutions all along the line.

The conviction widely held that there was great need of an adequate foundation to strengthen the cause of distinctly Christian higher education as these great foundations have done for general education led to the establishment of the Congregational Foundation for Education by the Los Angeles Council in 1921. This was merged with the Education Society in 1927. At the beginning it was felt that a fund of ten million dollars would be needed for this enterprise and, while it has become evident that this must be secured by special gifts from interested individuals rather than by a nation-wide drive, the idea of securing an adequate fund has never been surrendered. During the years of depression it has been impossible to promote this fund, but the Division of Educational Institutions has been steadily at work increasing interest and goodwill in the cause of Christian higher education. It is hoped and expected that, as national economic conditions improve, those who are able to do so will be adding to the Congregational Foundation for Education by special gifts and legacies so that this cause may not only be encouraged but greatly strengthened. It does not take a prophet to see that unless the churches rally to the financial support of their educational institutions their future must be jeopardized. With half the college students of the country enrolled in church-related colleges the importance of this undertaking can be readily seen.

During the depression and because of the tragic falling off in the receipts of the Society from the benevolence contributions of the churches, it has been impossible to continue payments on the provisional appropriations made to eighteen educational institutions. In spite of the fact that this has added a heavy burden to the already overburdened presidents of these institutions, there has been no word of complaint and nothing but a desire to cooperate in meeting this difficult problem.

This same depression has conspicuously revealed the tenacity of life in our colleges. It has tested the strength of all institutions, even the most strongly fortified, but in these others it has shown a purpose and a courage that is positively thrilling. In many cases these institutions are being carried, not only on the hearts, but really on the backs of the members of the

faculty. Where ordinary resources have failed and endowments have been frozen, the members of the faculty have taken up the slack without complaint. In one of our colleges the faculty voted to take a cut of fifty percent in all salaries rather than to curtail at any point the effectiveness of the educational program offered to the student body. In other institutions there has been not only a similar cut in salaries, but also a reduction in the teaching staff that has made the burden heavier for those who were left. It is this sort of thing that made our colleges outstanding in the past and will remake them in these trying days.

The tendency, beginning to be apparent, to emphasize "optimum principles" rather than "minimum standards" by the accrediting agencies in higher education is an important factor of the new deal in education. While this will be more difficult of application than the old method of measuring the effectiveness of an institution, it will put the emphasis where it belongs, on objectives and ideals and the success shown in approaching them, and will greatly stimulate the best in the educational process.

Another significant development that affects our institutions is the merger of the Liberal Arts College Movement and the college committee of the Council of Church Boards of Education. This merged enterprise will be known as the National Commission on Church-Related Colleges. It will strengthen the cause of these colleges and indicates the beginning of an even more significant service on the part of the Council of Church Boards of Education in behalf of these institutions.

The help and advice of the Division of Educational Institutions and of its executive secretary have been in constant demand, not only by the institutions on the aided list, but by others as well, and it is believed that real assistance has been given in solving a wide variety of problems ranging all the way from the choice of several college presidents to the persuading of a disgruntled teacher to forget his grievance. There is growing evidence that the Division of Educational Institutions is being accepted by our colleges and schools as a token of renewed sympathy on the part of the churches and a renewed desire to cooperate in the cause of Christian higher education.

COOPERATIVE WORK

The spirit of cooperation has prevailed strongly in the field of religious education. In the interests of Christian fellowship and for the practical purpose of eliminating costly and needless duplication of effort the Education Society has participated heartily in these joint enterprises.

The chief agencies with which the Society is allied and which it helps to support, not only by financial appropriations but by personal service on the

part of members of the staff, include the *International Council of Religious Education*, the *Missionary Education Movement*, the *Federal Council of Churches*, and the *Council of Church Boards of Education*.

Through this joint effort and the pooling of resources much is accomplished more effectively and at less cost than would be otherwise possible. Some items may be noted as illustrative of the whole.

The significant development of a unified young people's program, "Christian Youth Building a New World," described more at length in the section of this report dealing with Young People's Work.

The cooperative approach to students in university centers and the interdenominational support of certain university pastors and workers, heading up in the University Department of the Council of Church Boards of Education.

The increasingly fine quality of the graded series of mission study materials cooperatively prepared and published by the Missionary Education Movement.

The marked progress toward a closer integration of missionary education in the regular program of Christian education, both in the local church and in such instances as the New Jersey School of Methods, at Blairstown. The Missionary Education Movement cooperated with the New Jersey State Council of Religious Education in establishing a department of missionary education in this school.

Provisional committees appointed looking toward the establishment of a United Student Movement in New England and the organization of a single Church-Christian Association program for students in this section. Similar movements are in progress elsewhere.

Progress in the direction of a more practical and flexible program of leadership training, noted in the section of this report on Leadership Training.

In all these and many other similar enterprises of cooperative nature, members of the Society's staff have taken their full share and in many of them they have been recognized as leaders.

FINANCES

The work of the Education Society has suffered heavily in common with that of other similar enterprises from the falling off of contributions in recent years. Fortunately for our present standing, the Society began several years ago to cut its budget to meet its income, so that we were able to close the fiscal year 1931-32 with a small surplus. The unexpected slump in receipts for 1932-33 left us with a deficit of slightly more than \$28,000, the first deficit in operating expenses that the Society had had for several years. Salaries and operating expenses for 1933-34 were reduced by nearly \$44,000 in the hope of overtaking some of this deficit, but a still further drop in receipts defeated this expectation and added the very small amount of \$762 to our accumulated deficit. The budget for the current year has

been still further reduced, a process which has become not only tragic but almost impossible in view of the fact that the resources of the society have never been adequate to the important fundamental service which it has to render. The difficulty is increased by the fact that the effects of the crippling of any one of its departments are not localized but are felt by the churches in all parts of the country. Thanks are due to the members of the Finance Committee for their care of the invested funds, the income from which during the past year shows a reduction of only \$609 as compared with the previous year.

It is the earnest hope of all those responsible for the affairs of the Society that conditions may improve to such an extent as to end this unfortunate process of retreat and enable the Society to resume some of the service which has had to be cut out during recent years. Meanwhile every effort is being made to administer the affairs of the Society with the utmost of economy and at the same time to render as much service as possible under the conditions.

Statement of Income and Expenses

Year Ending March 31, 1934

INCOME

Apportionment Contributions	\$ 84,212.13
Contributions for Special Purposes	1,143.00
Income from Reserve Legacies (Principal)	13,630.73

INCOME FROM PERMANENT INVESTED FUNDS

Student Aid	\$ 9,139.72
Conditional Gifts	954.85
Foundation	864.80
John Ward	621.60
Elementary	1.50
General	7,640.67

TOTAL INCOME FROM PERMANENT FUNDS	19,223.14
Income from Legacy Reserve Investments	279.29
Income from Thomas S. Johnson Estate	1,323.07
Other Receipts	3,326.53

TOTAL INCOME	\$123,137.89
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EXPENSES

OPERATION OF DEPARTMENTS

General Administration	\$ 9,976.99
Business Department	5,563.07
Department of Missionary Education and World Friendship	8,618.13
Social Relations Department	16,236.82
Student and Young People's Depart- ment	11,614.44
Leadership Training Department	6,752.39
Adult Work	498.55

TOTAL OPERATION OF DEPARTMENTS	\$ 59,260.39
Field Work	26,116.44
University Pastors and Student Work	10,493.09
Student Aid Payments	6,275.00
Asa Bullard Fund Income Returned	500.00
Promotion and Publicity	10,266.35
Cooperative Service	1,755.00
Payments on Conditional Gifts	1,337.22
Department of Educational Institutions	
Administration and Promotion	6,736.50
Payments to Institutions	1,160.65

TOTAL EXPENSES	\$123,900.64
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NET LOSS	\$ 762.75
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Balance Sheet as of March 31, 1934

ASSETS

CURRENT ASSETS

Cash on Hand	\$ 1,558.30
Accounts Receivable	18.62

TOTAL CURRENT ASSETS	\$ 1,576.92
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INVESTED FUNDS

Mortgage Receivable	\$ 7,000.00
Note Receivable	4,719.36

Permanent Invested Funds

Student Aid	\$205,183.67
Conditional Gifts	23,865.73
Foundation	19,773.21
Accumulative	12,845.75
John Ward	12,804.69
Elementary	50.00
General	188,740.88

TOTAL PERMANENT FUNDS	463,263.93
Reserve Legacy Fund	10,422.75

TOTAL INVESTED FUNDS	485,406.04
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TOTAL ASSETS	\$486,982.96
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Net Loss Current Year	\$ 762.75
Previous Deficit	28,200.76

DEFICIT, March 31, 1934	28,963.51
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\$515,946.47

LIABILITIES

CURRENT LIABILITIES

Accounts Payable	\$ 1,954.50
Notes Payable	35,000.00
Reserve for Committee on Miss'y Educ.	126.92

TOTAL CURRENT LIABILITIES	\$ 37,081.42
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DEFERRED INCOME—Reserve Legacies	15,142.11
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SPECIAL PERMANENT GIFTS

Student Aid	\$205,458.96
Conditional Gifts	23,874.60
Foundation	19,840.00
Accumulative	12,845.75
John Ward	12,804.69
Elementary	50.00
General	188,848.94

TOTAL PERMANENT GIFTS	463,722.94
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TOTAL LIABILITIES	\$515,946.47
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LIST OF FUNDS—March 31, 1934

GENERAL FUNDS

Clarke Fund, E. L.	\$ 972.61	
Gordon Fund	6,350.59	
Mather Fund	76,032.23	
Mechlin Fund, Rev. G. L.	141.83	
Paine Fund, William A.	9,965.19	
Proctor Academy Fund	2,028.82	
Secretary Fund	15,074.59	
Seymour Fund, L. K.	67,227.87	
Sweet Fund, Alvan A.	4,768.02	
Ward Fund, Laura E.	4,288.23	
Whitin Fund, Arthur F.	1,998.96	
		\$188,848.94

STUDENT AID FUNDS

Carleton Fund	\$ 1,097.03	
Clapp Fund	3,583.77	
Coburn Fund	22,902.58	
Cushing Fund, J. H.	520.09	
Hampshire Fund	2,222.82	
Hewett Fund, W. T.	747.44	
Mead Fund	6,958.75	
Orcutt Fund, Ephraim	1,891.78	
Student Fund	155,999.85	
Ward Fund, Charles	3,841.95	
Wilkinson Fund	2,520.56	
Wood Fund, Maria F.	2,075.31	
Yankton Fund	1,097.03	
		205,458.96

CONDITIONAL GIFTS FUND

Brown Fund, Rev. Charles R.	\$ 10,512.48	
Clarke Fund, Georgiana M.	1,656.60	
Fisk Fund, Marion Ballou	350.00	
Gibson Fund, Mary F.	496.35	
Hardy Fund, Rev. V. M.	824.98	
Howard Fund, Ethel L.	1,482.52	
Moore Fund, Julia T.	499.16	
Prudden Fund, Lillian E.	988.80	
Smith Fund, Emily B.	988.36	
Spaulding Fund, Adeliza F.	1,482.52	
Wingate Fund, Isabel C.	235.10	
Wood Fund, Summer G.	494.17	
Woods Fund, Herbert Tyler	1,973.95	
Matured Funds (in reserve)	1,889.61	
		23,874.60

FOUNDATION FOR EDUCATION

Wallace Fund	19,840.00
------------------------	-----------

ACCUMULATIVE FUNDS

Penniman Fund	\$ 836.21	
Dr. Sanders Benevolent Fund	12,009.54	
		12,845.75
JOHN WARD FUND		12,804.69
ELEMENTARY FUND		50.00

TOTAL \$463,722.94

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*Address, 14 Beacon Street, Boston, Mass., unless otherwise indicated.

CONGREGATIONAL EDUCATION
SOCIETY

ANNUAL REPORT

1934-1935



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REPORT OF THE CONGREGATIONAL EDUCATION SOCIETY 1934-35

The Education Society is responsible for giving leadership to our Congregational and Christian churches in religious education. It studies conditions and needs and makes available the principles, methods, and materials best adapted to the development of an effective program of Christian training.

This service is not merely important; it is essential to the best welfare of the churches and of their individual members. Our national and world situation is extremely critical. The need for clear understanding and sincere conviction is imperative. The solution of our personal and social problems is not to be found in legislative enactments unsupported by intelligent judgment and conduct, much less by the conflict of classes, nations, or races; but only by the conscientious and persistent practice of the principles of Jesus in his spirit of devotion to the will of God and the welfare of humanity.

In the administration of its work the Education Society is governed by certain basic principles, such as the following.

Effective Evangelism is essential

It is unfortunate that evangelism and education should ever have been considered as opposed one to the other. That this has been true is due to mistakes on both sides. Methods have been employed in the name of evangelism which ignored the laws of spiritual growth, and educational workers have frequently stressed method and technique to an extent which obscured the evangelistic purpose. We are glad to note the lessening of this conflict in our fellowship and the closer relations prevailing between our Commission on Evangelism and this Society. We recognize evangelism as the objective of any sound Christian ministry. Its aim is to lead persons, young and old, into a growing experience of fellowship with God through Jesus Christ, in personal and social living. We also believe that true Christian education is the most effective and most permanently fruitful means of reaching this aim.

Personal and Social Salvation cannot be separated

A Christian society will be built by and composed of Christian people. Some hold, therefore, that the church should confine itself to work with individuals, leaving the salvation of society to be worked out by them. This ignores the laws of personal development. The growth of Christian personality is not only helped or hindered by social standards and customs, but actually takes place in and through the conduct of individuals as they influence society. An essential factor in the training of any person is to set him at work to make more truly Christian the community and the world in which he lives. Christian education must have both points of contact. It is not a case of the personal gospel or the social gospel; our task is that of redeeming persons and society in one process.

Christian Character Education requires clear thinking, sincere feeling, and consistent conduct

To develop these the program must include such activities as shall lead to Understanding of the nature and purpose of God as revealed in the Bible, especially in the teachings of Jesus and in other records of religious experience. Knowledge of human conditions and needs: religious, social, economic, or otherwise, which call for Christian sympathy and service. Communion with God through private and public worship, bringing a new sense of values and a Christian philosophy of life. Participation in such activities as shall help to bring the conditions of human life and action into closer accord with the divine purpose, the building of the Kingdom of God on earth.

These are not separate and distinct activities. They belong together as naturally as do the individual and social modes of approach. Religious education is most fruitful when these elements are most completely integrated.

Religious Education must be properly graded

Materials and methods must be suited to the interests, needs, and capacities of children, young people, and adults. They must deal with the varying situations and experiences of life in home, church, community, nation, and world.

The Leadership of Religious Education must be competent

Good materials and methods will be effective in the hands of skilled and resourceful leaders and not otherwise. The qualifications of a good leader will include the following, at least: Some real experience of that fellowship with God into which he seeks to lead others. Religious convictions based upon clear thinking and honest practice. Practical knowledge of the personal and social problems which people are facing today.

Sympathetic understanding of human nature and a genuine liking for those with whom he works.

Knowledge of the laws of human learning and of sound teaching methods and skill in their use.

This calls for a kind of leadership training which seeks the development and enrichment of the leader's Christian experience as well as of his mastery of methods. The latter is important, the former is essential.

RELIGIOUS EDUCATION IN THE CHURCH TODAY

A significant development has been going on during the last ten years or more. The scope of religious education in the church has widened, the curriculum has been extended and diversified, more different agencies in the church are involved and a larger number of persons, especially young people and adults, are being engaged. It is a far cry from the program of former years, organized almost exclusively in the Sunday school and thought of in terms of that one agency alone, to that of today with many different organizations and individuals engaged in various forms of religious education, much of which has greater vitality and is productive of more real religious experience than a good deal of the earlier and more formal program of the Sunday school.

This development has come with fuller understanding of educational principles through years of study and practice. We see more clearly the essential unity of personal life and the fact that everything which enters the experience of a person influences his education. Every element in the life of the church, therefore, is a factor in the religious education of its members. We realize more fully the importance of direct points of contact in the study of religion, modern phases of thought and conduct as well as those of Bible times. Missions, world peace, interracial relations, the liquor traffic, commercialized amusements, unemployment and other similar topics: personal, social, and economic, have entered the curriculum to be studied in the light of Christian principles. These are by no means a substitute for Bible study, but another approach to a better understanding and a fuller application of biblical teachings to present life.

Our most alert and successful Sunday schools have recognized the value of this trend and are contributing to it. Many others cling to traditional methods and the more formal program with unfortunate results.

These facts should be noted and understood. We need a system of records and reports that shall give a truer picture of what is going on. For example: the 1934 *Year Book* shows a drop in reported Sunday school membership of 28,954 as compared with the figures for 1933, about 4,000

more than the decline during the preceding ten-year period. This should not be ignored. It calls for careful study of facts and causes, but it would be a grave mistake to infer a corresponding failure of the whole program of religious education. Over against it must be set such facts as the following:

During the period 1924-1934 the reported Sunday school membership in our churches decreased 53,418. During the same period the reported membership of our young people's societies increased 69,852 and this increase is in only about one-half of our churches, the other half not reporting on this item. It is generally recognized that these young people's societies are carrying on religious educational work of increasingly vital and compelling force. This is the only educational item aside from the Sunday school on which the *Year Book* gives figures, but this is by no means the whole story.

A considerable part of the decline in Sunday school membership during this period has been in the number of classes for men and women. But there has been marked growth in other forms of adult education: women's associations, men's forums and discussion groups studying such problems as have been mentioned in connection with the extension of the curriculum. In many communities, too, men and women formerly recorded as members of individual Sunday school classes are now meeting in interdenominational community groups. These facts are generally known, but we have no definite figures by which to measure them.

During this same period summer conferences for young people, widely recognized as one of the most significant features of our denominational life, have shown marked gains. These might not necessarily lessen Sunday school membership, in some cases they have helped to increase it. Sometimes, however, the vital and democratic spirit of the conference inclines young people toward the more varied and interesting program of many societies. In any case the growth of the summer conference is an important factor in the religious educational work of the churches.

Much the same may be said of the development of organizations for boys and girls such as the junior church, scouts, vacation and weekday schools, and the like. There has been decided improvement in many quarters in the way these are being used by the churches as part of their educational work, but we have no figures which enable us to include them in the statistical picture.

We can no longer measure the quantity or the quality of religious education on the basis of Sunday school membership alone. We must think in terms of the more inclusive "church school," the title used for many years to express this larger concept of the organized educational work of the church. In a growing number of churches the Sunday school as a separate

organization is giving place to a unified church program of worship, study, and service.

The Education Society staff has accepted as one of its major projects for the coming year an intensive study of this situation and the working out of a plan of records and reports which may be recommended to the states and to the General Council, and which shall furnish more detailed and accurate information.

There is need, too, for more care and accuracy in the keeping of records and making reports. They are frequently based upon estimates rather than accurate data.

Much credit is due to pastors and leaders and to the officers of many state conferences for the progress made under conditions that might well have led to very different results. Many churches during the last few years, and particularly during this last year, have felt obliged to dispense with employed educational workers. This has had its effect and, had it not been for pastors who have assumed additional burdens of supervision and detailed activity, the loss would have been very serious.

Two other points should be noted with reference to this situation.

The contributions of our churches to the work of the Education Society from 1927 to 1934 dropped \$104,360, a little more than fifty per cent of the figure for 1927. This has been a serious handicap to the development of the Society's work. In this connection note what is said with reference to Field Work, page 6.

Even before the depression the percentage of our total benevolence funds assigned to the Education Society was far below the percentage allotted to corresponding agencies in other denominations. The result in comparative effectiveness of promotion on the field has been inevitable. It is rather remarkable that so much has been achieved with such limited resources.

DEPARTMENTS AND SECRETARIES

The Society is organized for the administration of its work as follows:

For Church and Home

Herbert W. Gates, General Secretary of Religious Education *

Robert W. Gammon, Associate Secretary } Chicago office

Miss Sallie A. McDermott, Assistant }

Harry T. Stock, Young People and Student Life

Miss Lucy M. Eldredge, Associate Secretary; C. P. A. Bldg., Dayton, Ohio

John L. Lobingier, World Fellowship

Erwin L. Shaver, Leadership Training

Frederick L. Fagley, Adult Education

* Unless otherwise noted all the above are at 14 Beacon Street, Boston, Mass.

For Colleges and Seminaries

W. R. Kedzie, Secretary of Educational Institutions
19 S. La Salle Street, Chicago, Illinois

The departments of Adult Education, Young People's Work, and Student Life develop comprehensive programs for their respective groups. The Department of World Fellowship promotes interest and study in the fields of missions, world peace, interracial relations, social issues, and similar topics. The Department of Leadership Training helps to train competent leadership for the educational work of the churches. There is great need and much demand for the service which a Department of Children's Work could give and which might have bearing upon the work of the Sunday school.

Field Work

A serious result of the lessening support of the Society during recent years is the reduction of its staff of field secretaries. This has never been large enough to meet the requirements. We have been far behind other denominations in the proportion of workers engaged in service on the field.

With the still larger cut this year the last of our field force has disappeared: Dr. Murphy, who served in Nebraska and South Dakota, and Rev. Fred Grey, whose field included Washington, Oregon, and Northern Idaho. Dr. Murphy had reached the retirement age and Mr. Grey's office was closed for lack of funds. These men have given long years of loyal and unstinted service to the work of the churches. Both have endeared themselves to those among whom they served and their loss is a matter of keen regret. The Society has also been obliged to discontinue its office in Cleveland, Ohio, where, since the death of Dr. Fisk, Miss Hobart has been giving valuable assistance to the state committee and other leaders. We are glad to note that the Ohio Conference has been able to continue this service, in part at least.

These field workers have been an important point of contact between the Society and the churches. They have been educational missionaries, visiting the churches, counseling with leaders, and helping to improve their educational work. They have given both initiative and administrative leadership in summer conferences, vacation schools, missionary education, and all the other parts of our program.

This reduction of our forces has thrown additional work upon Dr. Gammon, our associate secretary with headquarters in Chicago, who has been visiting conferences and churches throughout the western part of the country and rendering a valuable service for which his years of experience and knowledge of the churches, pastors, and leaders have so well fitted him. It also makes added demands upon the headquarters staff, each one

of whom was already fully occupied with the major duties of his own department.

This reduction in the number of workers available for the promotion of educational work on the field increases the responsibility of the churches themselves and of state and association leaders. It has never been the function of the Education Society to administer the work of the local church. It does supply practical suggestions and helps. The church itself is responsible for the use made of these. The present situation, however, adds to the responsibility of the state conference and association groups for developing the program among their own churches. Many states have given earnest and effective coöperation for years. Some are able to maintain educational secretaries of their own. Those which are unable to do this will feel more keenly the effect of this curtailing of field work by the Society. A partial solution may be found in the enlistment and training of volunteer workers on state and association committees and in this the Society will give all possible assistance. It is doubtful, however, whether this can fully supply the leadership which an adequate force of field secretaries could give, and which is needed.

SOME RESULTS

A complete tabulation of all the results of the Society's work can never be made. Some of the best achievement is intimately personal and confidential. Much of it is seen in a continuing process of growth which cannot be delineated at any particular stage. A good deal of it is never reported in detail but must be discovered by personal observation. This involves something of a handicap as it makes it difficult to present the work in terms that are as concrete and which have as much of popular appeal as is the case with many of our missionary activities.

The following sections of this report will present some significant achievements in which may be found further illustration of what has been said in the introductory paragraphs.

Young People's Work

The gain in the membership of our young people's societies has already been mentioned. This growth has continued over a period of ten or twelve years and is evenly distributed over all parts of the country. The total number reported in the *Year Book* for 1934 is 189,330, a gain of nearly 1,000 since 1933. With full recognition of the hearty response and active coöperation of state and local leaders, it is also fair to recognize as an essential factor in this the constructive and inspiring leadership of Dr. Stock and Miss Eldredge. There has been no attempt to set up any particular form of organization for the local group. Emphasis has been

placed, rather, upon the development of a vital program of study, worship, and action, closely adapted to the interests and needs of modern youth.

A marked example of this is the Pilgrim Fellowship, which is not a separate organization but the name under which Christian Endeavor societies, Comrades of the Way, Young People's departments in the local church, and many groups of varied names have united in a program which combines unity of purpose with adaptation to local conditions and needs. In this development there has been a fine combination of initiative and leadership on the part of the Department and real coöperation on the part of the young people. Principles of organization, the choice of the name, topics for study and discussion, and similar questions have been submitted for consideration to state and local groups whose judgment has had great weight in the choices finally made.

A good illustration of the method pursued may be found in the project undertaken by many local church and summer conference groups of formulating a Statement of Purpose for the Pilgrim Fellowship. More than fifty such statements were worked out and submitted to the Department. These were reviewed by the entire Education Society staff and five were selected to be voted upon by the members of the National Council of the Pilgrim Fellowship and the young people attending the summer conferences of 1935. As a result the following Statement of Purpose, prepared by the young people's group of the Yankton (South Dakota) Congregational Church, has been adopted, and is recommended to the young people of our churches with only such editorial additions as were needed to put it into form for general use:

The Pilgrim Fellowship unites the young people of Congregational and Christian churches in the purpose

To achieve *Christian personality* after the pattern of Jesus

To seek a *fuller understanding*, one of another, in the interest of happy relations in home and community

To work for a *united church*, practicing Christian freedom and definitely promoting the program of Jesus

To secure *equal rights and opportunities* for all classes and races as equally the children of God

To practice a *Christian patriotism* which recognizes the authority of God in conscience as supreme

To strive for *justice in the social order* which will afford an abundant life for all

To work for such *international organization* of the nations as will preserve peace and security.

The value of such a project is indicated by the comment from one group submitting a statement: "We do not know how much this statement will help the Fellowship, but it has been a mighty good thing for us to have worked on it."

We may take very real satisfaction in the contribution which this devel-

opment has made to the larger movement in which about fifty-eight denominations have united under the slogan "Christian Youth Building a New World." The leaders of this movement issued a vigorous and clear-cut Statement of Christian Conviction which has been widely published and accepted for earnest consideration by thousands of local groups in all these denominations.

Out of six general emphases of this interdenominational movement have emerged nine projects upon which the attention of the young people will be centered for the next two years or more:

1. Developing a program of personal religious living
2. Helping other young people to be Christian
3. Assisting in bringing about world peace
4. Working to help solve the liquor problem
5. Helping to build a Christian economic order
6. Providing a constructive use of leisure time
7. Being Christian with other racial and cultural groups
8. Preparing for marriage and home life
9. Developing a Christian type of patriotism

These emphases and projects have been accepted by the Pilgrim Fellowship and they will determine the choice of the Christian Life topics listed in the *Bulletin of the Pilgrim Fellowship* and published with comments and helps in *The Pilgrim Highroad*. Further details as to the principles, methods, and growth of this significant item of our young people's work will be found in Nos. 51-54 of the *Bulletin*.

The principles and program of the Pilgrim Fellowship have been adopted in many of our state conferences. State fellowships are being organized, some of them with definite objectives, and a new spirit of unity in action is finding expression. An illustration of this is found in the *Bulletin of the Iowa Pilgrim Fellowship*, issued during the past summer by the department of religious education of the state conference. This bulletin contains the reports of ten commissions appointed to suggest a statement of conviction and purpose, to recommend a constitution, and to consider various emphases and projects of the movement.

For the guidance of this interdenominational movement in young people's work a body of helpful literature has been prepared. The basic pamphlet is the *General Guide to Youth Action*, by Dr. Stock. Other pamphlets in the series, by various authors, are *Youth Action in Personal Religious Living*, *Youth Action in Building a Warless World*, *Youth Action in Breaking Down Barriers*, and *Group Action in Building a New World*. All of these, with their practical suggestions for local groups, were widely used for the training of leaders in the summer conferences of 1935.

The *summer conferences* are one of our best means of enlisting and training young people for Christian service. They have continued with

vigor and effectiveness, even in this period of severe retrenchment. While the reports are not all in at the time of writing this statement, about fifty were held last summer in thirty-eight states, some of them with the largest enrollment in their history. At least six thousand young people in these gatherings, under the influence of some of our best leaders, have received inspiration and training for work in their home churches. Their religious experience has deepened and they have acquired wider knowledge and keener appreciation of the Christian's responsibilities in the life of today. These conferences have been important factors in the development of the Pilgrim Fellowship, as noted above.

Two features of this conference work, with much promise of future usefulness, are the natural outcome of what has been done. One of these is the formation in several conferences of specialized groups of college students for the study of topics of particular interest to them. The other is the extension of the curriculum to include advanced work in leadership training. Many conferences which have been serving young people of high school age have built up a constituency, aroused the desire, and laid the foundation for such advanced study. In some cases this has been met by the addition of courses to the conference program. In others it has led to the holding of separate conferences for older young people and adults. This is natural and wholesome progress.

The growth of our young people's work has been helped by the practical and constructive suggestions furnished by this department of the Society through the Young People's Bulletin, now known as the *Bulletin of the Pilgrim Fellowship*, through a large amount of mimeographed material, and, with the coöperation of the Publishing Society, through *The Pilgrim Highroad*. It is one of the serious handicaps imposed by the limitation of budgets that the *Bulletin* has been reduced from a quarterly to one or two issues a year and other materials diminished in similar proportion.

Student Life

Definite progress has been made in student work through the development of the Student Christian Movement, a united effort of Christian Associations, the Student Volunteer Movement, and the churches. Unity of organization and program has been secured in four different sections of the country, each with its own council, and there is every indication that within two or three years the national program for students will be made coöperatively by representatives of these four councils. This will be one of the most significant steps in a generation. Students at a recent national gathering of the Christian Associations expressed the necessity of a closer relationship with the churches, pointing out the fact that the Christian

Association affiliation is a temporary one during college or university life and that the continuing contact with the church is essential to their own religious welfare.

The Society's Department of Student Life has had a large share in bringing into being the Student Christian Movement of New England and has been closely associated with those seeking to form similar organizations in other parts of the country. It is consulted frequently by the members of the national Student Christian Associations and will exert its influence in behalf of a completely unified approach to students. This naturally involves some financial responsibility. If the churches and the associations are to develop and promote a single program, each of the agencies involved will be expected to assume a proportionate share of the expense. We can hardly take pride in the fact that the Christian Associations have a considerable budget for field work among the students while our church makes no such provision. The only nation-wide field service now possible in the name of our churches is given in such time as can be found out of the crowded schedule of the secretaries of our Department with the added responsibility for all the details of the important development in young people's work. With a comparatively small addition to this part of our budget we could participate much more effectively in a Church-Christian Association approach to students through competent field men and women who are now serving the Christian Associations only. It is worthy of note that many of the new secretaries employed by these associations have been trained for church service. The executive secretaries of the Student Christian Movement of New England and the Middle Atlantic region are ordained ministers.

Our general work for students has suffered severely during the year. Appropriations toward the support of university pastors, for which nearly \$7,000 was expended last year at nineteen different points, had to be cut out of the budget. One result of this has been the discontinuance or crippling of the work at two or three universities where some of the best results had been achieved. When one considers the strategic value of this ministry, affecting thousands of our young men and women who are facing the critical problems of personal and social life amid the mental and moral disturbances of university training, the seriousness of such retrenchment is apparent.

The service which the Society has been giving in this field through counsel and guidance has also suffered. The *News Letter for Workers with Students*, an eight-page folder formerly issued two or three times a year and sent to about 450 pastors in student centers, has given practical assistance which was warmly appreciated. This publication has had to be discontinued for want of the \$200 a year which it cost.

World Fellowship

The name of the department responsible for this service has been twice changed during the last few years. These changes are signs of development in the work itself. The department was first known as the Department of Missionary Education, with primary responsibility for the graded program of mission study and service in the church and school. The wider vision of the purpose and nature of missionary work found expression in the name, Department of Missionary Education and World Friendship. With the steady broadening of the work in the churches the scope of the Department's service has enlarged and the creation of the Council for Social Action made necessary a restudy of its functions. At the February meeting of the Administrative Committee the following statement was adopted:

By the action of the General Council at Oberlin, the Council for Social Action takes its place as one of our denominational agencies, to give leadership in research, education, and action for the furthering of more Christian social relations. While this action necessarily terminates the maintenance of a separate department of social relations by the Education Society, this Society still feels the obligation to include sound and constructive education in social relations as an essential element in the program of Christian education. Materials and plans suggested by the Council for Social Action and such as may be otherwise available and suitable will be used by all departments of the Education Society in their programs for children, young people, and adults. Close working relations will be maintained with members of the Council staff as associate members of the Education Society staff and, in the spirit of the General Council action, the Education Society will continue a service which it is hoped may be increasingly effective in the establishment of the Kingdom of God upon earth.

In view of these developments it seemed best to adopt a shorter and more inclusive name which was found in the "Department of World Fellowship."

A major emphasis of the Department during the past five months has been on an educational approach to the peace plebiscite. A sixteen-page pamphlet, *Prepare for the Peace Plebiscite*, was written by Dr. Lobingier in consultation with the Council for Social Action, to which the holding of the plebiscite was committed by the General Council. State papers have given appreciative publicity to this pamphlet and the demand for it has been far in excess of our expectation. The original issue of 15,000 proved insufficient and successive printings have brought the total number to 30,000. Requests are still being received, but the budget of the Society will not permit a larger supply.

In addition to this Dr. Lobingier prepared an outline for a six-session course of study, *Is War the Way?* A large part of his teaching and speaking this summer and fall, at summer conferences, meetings of women

presidents, state, association, and local church groups, has concerned this project of our denomination.

The demand for the bulletin, *World Friendship*, continues. Eight thousand copies are printed and used. About 6,000 are sent to world service leaders, state superintendents, officers of state women's societies, and a selected mailing list. The balance is used to supply other requests. The annotated list of world fellowship plays in the autumn issue of 1935 has been reprinted in answer to many requests.

On September 1, 1935, 2,590 church schools were enrolled in the *World Service Plan*. Of these 2,527 receive on request program material for young people, 2,114 material for juniors, and 2,166 material for primary pupils.

An important development of the past year has been in coöperation with the Publishing Society. The primary and junior World Service materials for last winter and for this fall have been incorporated in the group-graded lessons for these grades. This is an advance step in the integration of missionary education in the program of Christian education. It gives more time for this branch of study and brings the cause of missions into its proper setting in Christian life and thought.

Seventy-two *Travel Libraries* are distributed throughout various sections of the country and are making possible a considerable increase in the reading of missionary and world friendship books.

Many think of the service of this Department as in behalf of children and young people only. The prominence of the World Service School plan for several years may be responsible for this misunderstanding. As a matter of fact, the missionary education of adults has always been included in its work and has been receiving increasing emphasis of late. Secretary Lobingier is at present chairman of the committee on adult work in the Missionary Education Movement and has served for some time on the adult work committee of the International Council of Religious Education. In this latter connection he has given valued help in the preparation of the pamphlet, *Learning for Life*, recently issued by the Council as a guide to adult education in the churches. Our denominational Committee on Missionary Education, with which the Department works in the closest coöperation, is giving attention to the needs of adults in consultation with women state presidents, and other leaders. The leaflet, "Program Suggestions for Women's Societies," has been very helpful and is in steady demand. Increase in the number of groups for mission study has been noticeable.

Adult Education

With the addition of Dr. Frederick L. Fagley to the Education Society staff as Secretary of Adult Education marked progress in this important field has been made. Dr. Fagley also gives part time to the Publishing

Society and to the General Council, serving in this latter connection as executive secretary of the Commission on Evangelism. This brings the Education Society into closer working relations with the Commission, and in promoting the literature of the Publishing Society, Dr. Fagley has abundant opportunity to further the interests of adult education. It is a happy arrangement that is developing a fine piece of coöperative service.

Since September, 1934, when Dr. Fagley began this work, fifty-three conferences on adult religious education have been held in seventeen states from one end of the country to the other. These were attended by pastors from the state or association in large numbers, in several cases every person invited being present. Active interest and hearty appreciation of the literature presented and the suggestions for its use were evident. The result of these conferences has been an increase in the number of church training institutes for the study of the Bible, missions, personal religion, Christian economics, methods of religious education, and other topics. Some of these institutes have been conducted for periods of a week or ten days with daily sessions, others for eight or ten weeks with sessions on one night each week. Five hundred or more churches are now engaged in some such form of adult education in place of or in addition to the former Sunday school classes for men and women. The courses provided by the Commission on Evangelism and the Publishing Society have aided this development which is sure to increase as more material becomes available.

The value of this forward movement can hardly be overestimated. Thousands of men and women who are trying to meet the situations of modern life on the basis of the religious training received in childhood but not continued through years of maturity are finding it inadequate. Unless their minds are kept alert and open to the changes in thought and life which press in upon them, they are likely either to lose their religion or to find it weak and ineffective. This is equally important for the sake of children and youth. Adult influence is largely responsible for the standards of value and the conduct which determine the kind of homes and churches and society in which children grow up and by which their characters are influenced. We do not face separate problems of youth and adult life, but a new world problem which must be worked out by young and old together.

A helpful body of literature is being created for adult education. In addition to the courses of study issued by the Publishing Society in separate form and in periodicals such as the *Adult Bible Class Magazine* and *The Christian Home*, three pamphlets have been prepared, also with the coöperation of the Publishing Society, and have been widely distributed. *Adult Learning in the Church* gives general suggestions as to the needs to be met and methods of work, with a list of courses. This has been supplemented this fall by *Educational and Religious Materials for Adults* with

a later and more extended list of courses. A third pamphlet, *A Little Handbook on Adult Education*, is more general in its scope.

Two useful pamphlets have been issued by the International Council of Religious Education with the coöperation of leaders of several denominations: "Learning for Life," similar in purpose and content to the first two above mentioned; and "Home and Church Sharing in Religious Education," a useful guide to the development of this very important branch of adult education.

Religious Education in the Home. The denominations represented in the International Council have been emphasizing the theme "Christ in the Home" during the past year and are continuing it along with "Christ in the Life of the Church" this year. This topic needs continued emphasis of the strongest kind. The church can never succeed in the Christian training of its children and youth without the active and intelligent coöperation of the home. This must be expressed in something more significant than merely sending children to the church school or helping them in the study of formal lessons. It calls for a Christian atmosphere in family life and for Christian attitudes and conduct which shall give children a fair chance to feel that the principles which the church tries to teach are true and worth while. On the other hand, the church has a responsibility too little recognized for helping parents in their effort to maintain a Christian home in this modern world. Training classes for parents and for young people looking forward to the establishment of new homes should be more numerous and effective and this subject ought to receive more frequent attention in the pulpit. The International Council pamphlet mentioned at the end of the preceding paragraph should be widely used as well as the other guides and texts now available.

Other Topics for Adult Education. A comprehensive list of topics which should enter into the curriculum of adult religious education would exceed the limits of this report. For this the reader should consult the pamphlets above mentioned. It should be noted, however, that adult education requires a broader and more inclusive range of subjects. Understanding of the Bible in the light of reverent modern scholarship, the worldwide missionary work of the church, social and economic issues and the Christian way of meeting them, the perplexing questions of personal religion in present-day life, and similar topics, must be faced frankly and thoughtfully. The specific problems presented by commercialized amusements, especially the movies, and their effect upon human welfare, and certainly the liquor traffic and its results must have attention. In this connection we are glad to recommend a study outline now being prepared by Dr. Sidney A. Weston, "To Drink or Not to Drink," an interesting and ably written outline for young people or adults.

College and Church in Adult Education. Early in the year the program of this department came to the attention of Dr. L. R. Alderman of the Department of Education at Washington and met with his hearty approval. Out of this grew a plan whereby students receiving government aid for which they are expected to render some form of service might be utilized in connection with this work. The plan was presented at the meeting of the Home Board of Directors in January. It was approved, a strong special committee appointed, consisting of President Robert M. Hutchins of the University of Chicago as chairman, with Dr. Kenyon L. Butterfield, Mr. William J. Stearns, Rev. Arthur H. Bradford, and Rev. Russell H. Stafford as the other members. On recommendation of the Budget Committee the directors voted that the expense of this special enterprise should be shared by the Home Societies. Miss Priscilla Chase was also assigned by the Extension Boards to assist Dr. Fagley in this work. A detailed study of the situation in colleges and communities was made with a view to interesting the colleges and the churches in coöperative activities of adult education. Members of the committee participated in an all-day conference with Dr. Alderman in Washington which revealed many opportunities for useful development. Such coöperative service as is contemplated will not only be of distinct advantage to many communities but will result in closer relations between colleges and churches.

Leadership Training

The work of this department undergirds that of all the others and of the educational work of the churches, as it helps to develop a larger body of competent leaders. It is, therefore, encouraging to note the marked growth of leadership training in our churches during recent years. In 1924, 781 credits for standard training work were awarded; in 1934, 5,601. Much of this work was done in local church classes, another item in the more extended program of religious education.

The report of this department for the last year shows a total of over 25,000 leadership training courses taken by workers in our churches with the direct or indirect aid of the Department. These include courses for which standard credit is given and others of a more elementary and informal type. About 9,000 of these were in workers' conferences in local churches, an encouraging result of our effort to bring leadership training within reach of a larger number of people. With all that has been accomplished through community schools and institutes, these agencies are still inaccessible to a large number of churches, many of them of the type most needing help. Increasing emphasis has been placed, therefore, on training in the workers' conference which can be carried on by any church and which, because of its direct relation to immediate practical problems, is often the most fruit-

ful. Dr. Shaver has prepared two series of *Programs for Workers' Conferences*, issued first in mimeographed form and later published by the Pilgrim Press in response to the growing demand. These have supplemented the earlier book of *Programs for Teachers' Meetings*, and nearly 2,000 copies of all three have been sold during the last year. Incidentally, the practical usefulness of these programs has led to their widespread use in other denominations as well as our own.

Leadership training through *Correspondence Study* has been a useful though not a large feature of the service. It is particularly helpful to those in smaller and more isolated communities for whom the training class or school is not available and to others who for varied reasons cannot attend such meetings. The Department report contains many extracts from letters in which students have expressed their appreciation for the help and personal development that have come to them.

For the encouragement and extension of leadership training in our churches a department bulletin, *The Pilgrim Leader*, has been issued this year in mimeographed form. About 1,000 copies have been circulated among individual leaders who are interested and active in improving the leadership of their respective churches. It is hoped that this bulletin will be found as useful in its field as have been those on young people's work and world fellowship.

This department has worked in coöperation with the Department of Young People's Work in the development of leadership training in our summer conferences, the growth of which has been noted in the paragraph on summer conferences, page 4.

Definite progress has been made by the interdenominational program of leadership training in which the secretary of our department has had a leading part. The curriculum has been extended and diversified and is separated into four levels or series resulting in better adaptation to varying types of churches and individuals. The First Series courses are entirely new and provide a simple, introductory mode of approach. The units are shorter, materials less expensive, and they will serve to start on the road to better teaching many who have hitherto felt it impossible to take the first step. The succeeding series provide for natural progress in training, the Second Series being on about the same level as the former standard courses. This development is in the direction of greater flexibility and closer adaptation to individual needs and should be a distinct factor in the growth of this important work.

EDUCATIONAL INSTITUTIONS

Our work for colleges and seminaries has suffered a heavy loss in the resignation of Dr. W. R. Kedzie as Secretary of Educational Institutions,

effective October first. Dr. Kedzie has taken this action on the advice of physicians, who assure him that his health demands respite from the arduous duties of such a position. While this resignation cannot be acted upon until the annual meeting of the Society in October, the Administrative Committee of the Society and the Committee on Educational Institutions have expressed their regret and their warm appreciation of the service rendered by Dr. Kedzie during a critical and trying period.

For the same reasons Dr. Kedzie has been unable to prepare this section of the annual report, as he would otherwise have done, but the material for it has been drawn in large measure from the valuable bulletins prepared by him for his committee. The necessity for its being written by another does give opportunity to do fuller justice to Dr. Kedzie's service than he himself would do.

The Foundation for Education

The Foundation for Education was established by the National Council of 1921 with the following statement of purpose: "To develop closer relations between the Congregational churches and those colleges and other institutions of higher learning which share in the spirit and ideals of our fellowship and to make available the resources of that fellowship for the assistance of these institutions through administrative advice and financial aid."

A financial objective which conditions have made it impossible to realize as yet was the raising of a large endowment fund, the income of which was to be used for the assistance of these institutions.

Dr. George W. Nash was chosen as the executive officer of the Foundation and served in this capacity until he accepted the presidency of Yankton College.

With the reorganization of the Home Societies in 1927, the Foundation for Education was merged with the Education Society as a distinct division of its work and with provision for an executive secretary coördinate in rank with the General Secretary of Religious Education. In 1929 Dr. Kedzie was elected to this position in which he has displayed energy, wisdom, and tact. He has rendered a service to the colleges and seminaries and to the entire denomination, the value of which is not to be lightly estimated. Further recognition of his leadership is found in his recent election as President of the Association of Colleges of Congregational and Christian Affiliation.

The Division of Educational Institutions

In order to clear up some confusion over the name of this agency and its relation to the Education Society, an amendment to the by-laws was adopted a few years ago by which this department was designated as the

Division of Educational Institutions and the name Congregational Foundation for Education was reserved for the fund which it is hoped may yet be raised.

Financial Aid

Since 1921, forty-one institutions have been aided by appropriations from the Society, including:

Colleges: American International College, Armour Institute, Atlanta University, Berea College, Carleton College, Defiance College, Doane College, Drury College, Fairmount College, Fargo College, Grinnell College, Kingfisher College, Northland College, Olivet College, Pacific University, Pomona College, Piedmont College, Redfield College, Ripon College, Rollins College, Tabor College, Wheaton (Ill.) College, Yankton College.

Theological Schools: Atlanta, Bangor, Chicago, Pacific, Union College.

Junior Colleges and Academies: Billings Polytechnic, Country Life Academy, Franklin Academy, Iberia Academy, Kidder Institute, Pillsbury Academy, Thorsby Institute, Ward Academy.

Training Schools: Congregational, Schauffer.

Schools for Colored Students: Fisk, Howard, Straight.

Individual appropriations have not been large and few of them sufficient to meet all the needs, but in many cases the amount thus contributed was enough to enable the college to meet requirements of state boards as it could not otherwise have done. The entire amount of these appropriations has been \$435,984. This aid has been given after careful investigation. Many of these institutions afford the only available opportunity for Christian higher education for young men and young women of the type that furnish some of our best leadership in the church and in the nation. On the faculties of these schools are men and women of sound scholarship, teaching ability, and a passion for service that has shown itself in repeated acts of sacrificial loyalty.

Two large gifts have been received for the Foundation for Education: the Wallace Conditional Gift of \$20,000 and a bequest of \$25,000 in the will of Laura D. Jenks, formerly of Detroit, Mich. The Wallace gift, after the death of the donor, was designated for the general purposes of the Division of Educational Institutions. The Jenks bequest is to establish the Darling-Jenks Memorial Fund, the income of which is to be paid to Bangor Theological Seminary. The estate is now in process of liquidation and one small payment has been made as a partial distribution.

Administrative Advice

The work of this department cannot be estimated in terms of financial aid alone. The administrative advice given has been of great value, not only to the institutions seeking it, but to the denomination. Surveys have



been made of situations involving at least fifteen different institutions and advice given to many others, and this has resulted in improved internal administration and coöperative relationships. Much of this work has been of such intimate and confidential nature as to make detailed report impossible. In consequence of this fact, neither the extent nor value of this service has been clearly understood.

The Present Situation

Under the pressure of decreasing income and in view of the fact that all departments of the Society's work had been cut to a point where further retrenchment was impossible without seriously crippling their service to the churches, the Education Society was obliged, this year, to omit from its budget all appropriations for educational institutions which during the preceding year had been included provisionally, to be paid if and when funds were available. This means that gifts designated for these institutions cannot be accepted as apportionment money, with the exception of certain specific projects approved by the Society as non-budgeted apportionment. This is a most unfortunate and serious situation with reference to what has been throughout the history of our denomination one of its major enterprises. While there have been necessary and tragic cuts on all fields, there still remain on the apportionment under the American Board and American Missionary Association many institutions for Christian higher education, but those formerly aided by the Education Society do not now have this advantage.

In view of this situation certain actions taken by various bodies may be noted.

At the General Council meeting in 1934 the Seminar on Christian Higher Education discussed the relation between the church and the church college. The functions of colleges of Congregational and Christian background were defined, some requirements for the proper exercise of the functions were stated, and the conviction was expressed that these colleges, "by their size, equipment, and freedom," offer decided advantages to students in their search "for a philosophy of life and action that is pragmatic and at the same time Christian." The Seminar also expressed the conviction that "It would be suicidal for the church in these days of uncertainty and change in all phases of life to cast off or become indifferent to its colleges."

Two resolutions presented by this same seminar were adopted by the Council:

1. Resolved: that the General Council of Congregational and Christian Churches accept as a part of its task an active interest in the support of the work of the colleges of Congregational and Christian background.

2. Resolved: that the Congregational and Christian Churches request the Education Society to consider projecting an educational survey of all colleges of Congregational and Christian background which are willing to coöperate in the task, the primary objective of such survey being an appraisal of and agreement upon spiritual aspects of higher education; this objective to be accompanied with inquiry into the educational worth of the methods and programs of the schools to be surveyed.

At the meeting of the Directors of the Home Societies in January, 1935, Dr. Kedzie presented an urgent appeal for an increase in the percentage of the Education Society that would enable it to resume appropriations in behalf of the educational institutions, in response to which the following action was taken by the Board.

Voted: that the sentiments expressed by Secretary Kedzie that some restoration of percentage to the Education Society should be made in behalf of the educational institutions be referred to the Home Boards Budget Committee for serious consideration and with the hearty commendation of the Board.

At its meeting on June 8, 1935, the Committee on Educational Institutions took similar action, specifically requesting that the Strategy Committee recommend an increase in the percentage of the Education Society by an amount at least equivalent to that formerly allotted to the Foundation for Education in order that the Society may make appropriations to affiliated institutions and for the religious work in universities. This action was endorsed by the Administrative Committee of the Education Society calling attention to the fact that it was in harmony with the previous action of the Board of Directors. Several state conferences have taken action expressing similar sentiments.

What This Department Might Do

In view of the restudy of this whole situation which is now going on, we include here a brief statement of the objectives of the Foundation first made by Dr. Henry Churchill King at the National Council of 1921 and frequently restated in effect:

1. To work out a unified statesmanlike National Educational Policy for the Denomination, so far as educational institutions are concerned, including particularly theological schools and colleges; but also such junior colleges and secondary schools as may be specially called for in transitional conditions.
2. To get by careful scientific educational survey of the nation, state by state, the full facts about all the educational institutions historically affiliated with Congregationalism, and their environment and relationship to other institutions in the states in which they are situated.
3. To secure closer, more sympathetic and more mutually helpful relations between the churches and the colleges, while leaving both free.

4. To take on our fair share of the higher Christian education of the nation, in the light of the scientific educational survey of the country, and in recognized partnership with other Christian bodies.
5. To help our Christian colleges to live up to their Christian calling and heritage.
6. To do our part in greatly increasing everywhere the prestige of Christian educational institutions.
7. To help individual institutions, at their own request, with a careful study of conditions and resulting counsel; with assistance in various ways in their own financial campaigns; with direct appropriations to current expenses from available funds, and with appropriations of larger sums for endowment funds, as resources shall increase.
8. To secure adequate funds for carrying out efficiently this national policy for education. The Foundation must have current contributions and also a considerable endowment fund, if it is to prove an effective agency of the Denomination in the help of its educational institutions.

Projects Approved as Non-budgeted Apportionment

At the recommendation of the Committee on Educational Institutions the Education Society has approved the following special projects:

1. Fiftieth Anniversary Memorial Fund campaign of the Schauffler Missionary Training School for 100 gifts of \$50 each.
2. A campaign to raise \$250,000 during the next five years to clear off the indebtedness of Elon College.
3. A campaign to raise \$25,000 for Drury College for the purpose of rehabilitation of plant and equipment.

Gifts for any of these three will be received by the Education Society, forwarded to the respective institutions, and credited as non-budgeted apportionment.

COÖPERATIVE WORK

Many items indicating the progress made in coöperative service have been mentioned in this report. The importance of this justifies a brief summary at this point.

Within the Denomination

Closer working relations have been brought about between the Commission on Evangelism and the Education and Publishing Societies. All three have the same fundamental aim. Plans are being worked out together and the production and distribution of literature have become in large measure a joint undertaking.

The Education and Publishing Societies have been working together in such fields as adult education, young people's work, missionary educa-

tion, and leadership training. The Education Society staff is helping to prepare material and the periodicals and other publications of the Publishing Society help in promoting the work of the departments.

State Conferences, the Extension Boards, the American Missionary Association, the American Board, and the Educational Boards have worked together in furnishing leadership and materials for our summer conferences.

The State Conferences have been increasingly helpful in the development of the whole educational program. State superintendents and other leaders have shared in the discussion and criticism of plans and methods with beneficial results.

In the development of its work the Education Society tries in every possible way to avail itself of the experience and judgment of pastors and leaders in order that it may more fully meet the needs of the churches and their members.

Interdenominational Work

The International Council of Religious Education unites the educational boards of more than forty denominations in coöperative work. It furnishes outlines for the International Lessons, works out policies and methods for all ages in the church school, has developed the curriculum of leadership training, promotes vacation and weekday church schools, does research work in various fields, and issues a large amount of helps for religious educational workers. In all this work the staff members of our Educational Boards have been active and influential. Dean Weigle, chairman of our Administrative Committee, is also chairman of the Council's Education Commission.

The Missionary Education Movement is the interdenominational agency for the production of graded texts and materials for mission study which have been of steadily increasing quality and usefulness. Secretary Lobingier is one of the active leaders in this service.

The Council of Church Boards of Education is the agency through which the boards of the various denominations responsible for work with students and educational institutions conduct their coöperative activities. This includes the study of educational situations and needs, publication of the bulletin, *Christian Education*, and other special bulletins, and in other ways developing coöperation in Christian higher education. Dr. Kedzie and Dr. Stock have given valuable and highly appreciated service in this organization.

The youth movement operating under the slogan "Christian Youth Building a New World," in which Dr. Stock's leadership has been exceedingly helpful, is operative in about fifty-eight denominations. The leaders of young people's work in these denominations hold an annual

meeting for the exchange of ideas and the development of the program, all of which is carried on in an ever growing spirit of hearty coöperation.

There are many other illustrations of fellowship in service which might be noted. The development of this spirit in the field of religious education is a hopeful sign of progress toward a Protestantism united in its efforts for the welfare of humanity.

FINANCIAL CONDITION

The financial statement for the last fiscal year is presented on the following pages. Enough has been said as to the effect of the reduction of its resources on the Society's work. Apportionment contributions for this fiscal year were \$9,152 below those of the year before, and income from legacies was \$8,706 less. Income from permanent investments dropped only \$782, an exceedingly favorable showing under the prevailing conditions. The total income of the Society decreased \$15,674 from that of 1933-34.

In view of the increasing difficulty in making wise investments under present conditions, it was felt that proper administration of the Society's funds called for more constant attention than could be given by a volunteer committee. The firm of Loomis-Sayles & Company was engaged as investment counsel. Their recommendations are given careful consideration by the committee and the results have been favorable. Invested funds at the end of the fiscal year totaled \$482,865, as against \$485,406 the year before, a loss of only \$2,541.

The Society's accounts were audited by the firm of Morgan & Morgan, C. P. A., whose report, in abbreviated form, follows:

We have made an examination of the accounts of the Congregational Education Society for the year ending March 31, 1935; the assets and liabilities as shown by the balance sheet have been verified, securities checked, and bank balances verified, paid checks and deposits on file were checked and found to be in agreement with the books.

Some figures for the first six months of the current fiscal year, April to September, may be added. The total income for this period is about \$7,700 more than for the same period in the previous year, due to increases of \$11,000 in legacies and \$1,000 in income from investments, respectively. This overcame a drop of about \$5,000 in contributions from the churches. Expenses for this period are about \$9,500 less than in the preceding year and the operating surplus for the period is \$1,249 as compared with a deficit of \$15,998 for the first six months of the previous fiscal year.

These facts are evidence of careful and conscientious management on the part of the Administrative and Finance Committees. The general finan-

cial condition of the Society has improved, but the financial gain has been at the cost of seriously restricted service.

A disturbing feature of the situation is the decrease in the Society's receipts from Home Boards apportionment gifts as compared with its full share on the basis of accepted percentages, shown as follows:

	Total appor. receipts of Home Bds.	C. E. S. share on basis of percentage	Actually received by C. E. S.	Amount short
Jan.-Sept. 1934	\$185,110	\$34,856	\$31,147	\$3,709
Jan.-Sept. 1935	182,596	33,999	28,818	5,181

This discrepancy between the percentage share and the actual receipts of the Education Society from Home Boards apportionment receipts has continued for many years. Inquiry reveals that a similar situation prevails in many other denominations. The Society has found encouragement in the fact that the amount of this discrepancy, due to excess of designated gifts for other work, has been gradually lessening in recent years. It is disturbing to note its increase this year. It is also a fair question whether this situation indicates an adequate realization of the fundamental importance of Christian education in the life of our people.

HERBERT W. GATES,
General Secretary of Religious Education.

STATEMENT OF INCOME AND EXPENSES

YEAR ENDING MARCH 31, 1935

INCOME

Apportionment Contributions	\$ 75,060.87
Contributions for Special Purposes	2,261.00
Income from Reserve Legacies (Principal)	4,924.83

INCOME FROM PERMANENT INVESTED FUNDS

Student Aid	\$ 8,914.65
Conditional Gifts	960.15
Foundation	845.60
John Ward	626.50
Elementary	1.75
General	7,092.42

TOTAL INCOME FROM PERMANENT FUNDS	18,441.07
Income from Legacy Reserve Investments	372.50
Income from Thomas S. Johnson Estate	711.85
Other Receipts	5,691.49

TOTAL INCOME	\$107,463.61
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EXPENSES

OPERATION OF DEPARTMENTS

General Administration	\$ 10,260.71
Business Department	6,861.47
Department of World Fellowship	8,893.32
Social Relations Department	12,715.38
Student and Young People's Department	11,870.48
Leadership Training Department	7,096.56
Adult Work	606.07

TOTAL OPERATION OF DEPARTMENTS	\$ 58,303.99
Field Work	20,832.05
University Pastors and Student Work	6,921.62
Student Aid Payments	6,012.50
Asa Bullard Fund Income Returned	500.00
Promotion and Publicity	9,725.79
Council for Social Action	4,284.19
Coöperative Service	1,650.00
Payments on Conditional Gifts	1,347.20
Department of Educational Institutions	
Administration and Promotion	7,032.14
Payments to Institutions	1,071.06

TOTAL EXPENSES	\$117,680.54
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NET LOSS	\$ 10,216.93
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BALANCE SHEET AS OF MARCH 31, 1935

ASSETS

CURRENT ASSETS

Cash on Hand	\$ 3,263.51
Accounts Receivable	3,508.58

TOTAL CURRENT ASSETS	\$ 6,772.09
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INVESTED FUNDS

Mortgage Receivable	\$ 5,000.00
Note Receivable	4,719.36

Permanent Invested Funds

Student Aid	\$201,267.37
Conditional Gifts	22,482.14
Foundation	19,273.21
Accumulative	13,341.70
John Ward	13,267.41
Elementary	50.00
General	193,174.12

TOTAL PERMANENT FUNDS	462,855.95
Reserve Legacy Fund	10,290.25

TOTAL INVESTED FUNDS	482,865.56
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TOTAL ASSETS	\$489,637.65
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Net Loss Current Year	\$ 10,216.93
Previous Deficit	28,963.51

DEFICIT, March 31, 1935	39,180.44
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\$528,818.09

LIABILITIES

CURRENT LIABILITIES

Accounts Payable	\$ 2,028.94
Notes Payable	47,500.00
Committee on Missionary Education	256.33

TOTAL CURRENT LIABILITIES	\$ 49,785.27
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DEFERRED INCOME — Reserve Legacies	15,009.61
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SPECIAL PERMANENT GIFTS

Student Aid	\$ 201,293.07
Conditional Gifts	23,178.05
Foundation	19,840.00
Accumulative	13,318.73
John Ward	13,164.72
Elementary	50.00
General	193,178.64

TOTAL PERMANENT GIFTS	464,023.21
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TOTAL LIABILITIES	\$528,818.09
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LIST OF FUNDS — March 31, 1935

GENERAL FUNDS

Clarke Fund, E. L.	\$ 950.26
Gordon Fund	6,204.64
Johnson Fund, Thomas S.	8,669.90
Mather Fund	74,284.82
Mechlin Fund, Rev. G. L.	138.57
Paine Fund, William A.	9,736.17
Proctor Academy Fund	1,982.19
Secretary Fund	14,728.14
Seymour Fund, L. K.	65,682.81
Sweet Fund, Alvan A.	4,658.44
Ward Fund, Laura E.	4,189.68
Whitin Fund, Arthur F.	1,953.02

\$193,178.64

STUDENT AID FUNDS

Carleton Fund	\$ 1,074.79
Clapp Fund	3,511.11
Coburn Fund	22,438.21
Cushing Fund, J. H.	509.54
Hampshire Fund	2,177.75
Hewett Fund, W. T.	732.28
Mead Fund	6,817.65
Orcutt Fund, Ephraim	1,853.42
Student Fund	152,836.80
Ward Fund, Charles	3,764.05
Wilkinson Fund	2,469.45
Wood Fund, Maria F.	2,033.23
Yankton Fund	1,074.79

201,293.07

CONDITIONAL GIFTS FUND

Brown Fund, Rev. Charles R.	\$ 10,205.77
Clarke Fund, Georgiana M.	1,608.27
Fisk Fund, Marion Ballou	339.79
Gibson Fund, Mary F.	481.87
Hardy Fund, Rev. V. M.	800.91
Howard Fund, Ethel L.	1,439.27
Moore Fund, Julia T.	484.60
Prudden Fund, Lillian E.	959.95
Smith Fund, Emily B.	959.52
Spaulding Fund, Adeliza F.	1,439.27
Wingate Fund, Isabel C.	228.24
Wood Fund, Rev. Sumner G.	479.75
Woods Fund, Rev. Herbert Tyler	1,916.36
Matured Funds (in reserve)	1,834.48

23,178.05

FOUNDATION FOR EDUCATION

Wallace Fund	19,840.00
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ACCUMULATIVE FUNDS

Penniman Fund	\$ 861.47
Dr. Sanders Benevolent Fund	12,457.26

13,318.73

JOHN WARD FUND	13,164.72
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ELEMENTARY FUND	50.00
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TOTAL \$464,023.21

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